THE LABOUR GAZETTE

DEPARTMENT OF LABOUR, CANADA

Vol. LXIII
No. 11
NOVEMBER 30, 1963

D 2 0 1964

15th ANNIVERSARY — DECEMBER 10th, 1963

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

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Cover Photograph by Art and Production Department, CLC, courtesy Human Rights Anniversary Conference

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Aid to Areas of High Winter Unemployment

Announce new program of assistance to supplement earlier one for 35 development areas. List of 45 areas that can qualify includes 14 development areas designated earlier, 31 new ones

The federal Government last month designated 45 areas that are eligible to receive special assistance under a new program to reduce heavy unemployment during the winter. This program supplements the economic or industrial development program applying to a total of 35 areas of high year-round unemployment and slow growth, announced jointly in September by the Minister of Industry and the Minister of Labour (L.G., Oct., p. 864).

The new program applies to areas with heavy winter unemployment and the list of eligible areas includes 14 that were among the 35 designated development areas announced in September.

The program, announced last month in the House of Commons by Hon. Allan J. MacEachen, Minister of Labour, provides for:

1. A supplementary federal winter construction program.

2. An additional federal contribution under the existing Municipal Winter Works Incentive Program (L.G., Sept., p. 770). The federal contribution in these areas, as in the 35 development areas, will be 60 per cent of direct payroll costs of approved winter works projects; elsewhere the contribution is 50 per cent.

"The purpose of the supplementary government construction program and the higher percentage for municipal works is to help alleviate the problem of high winter unemployment," the Minister said in his announcement. "The designation of areas for purposes of the area development program was not primarily concerned with high winter unemployment, but rather with areas of long-term unemployment and slow growth."

Based on NES Registrations

The areas eligible under the new program have been determined on the basis of registrations for employment at National Employment Service offices in this way: they are the areas in which the average ratio of NES registrations to the estimated number of paid workers has been in excess of 25 per cent in the three winter months—January, February and March—during the years 1961, 1962 and 1963.

The 35 development areas previously designated were determined on a different basis. Because assistance to this group of areas is primarily intended to stimulate year-round employment, NES applications during the summer months were used in the determination.

Among the provinces, Quebec has the largest number of the 45 areas with 15, and Manitoba has the smallest number, with one.

The 45 Areas

The 45 areas are:

Newfoundland—Grand Falls, St. John's, Corner Brook*.

Nova Scotia—Inverness*, Springhill*, Yarmouth, Amherst*, Bridgewater, New Glasgow*.

Prince Edward Island—Summerside, Charlottetown.

New Brunswick—Bathurst, Campbellton*, Newcastle, Woodstock*, Edmundston, Moncton.

Quebec—Gaspe, New Richmond, Chandler, Causapscal*, Matane*, Maniwaki, Rimouski, Mont Laurier*, La Malbaie*, Forestville, Sept-Iles, Riviere-du-Loup, Baie Comeau, Thetford Mines, Megantic, St. Georges, Chicoutimi, Dolbeau*, Jonquiere*, Port Alfred*, Roberval, Alma.

Ontario—Sturgeon Falls, Bracebridge.

Manitoba—Dauphin.

British Columbia—Kelowna, Penticton, Vernon.

The area covered in each case is that served by the National Employment Service office in the places named.

Other Programs

The new program is the latest in a series of steps taken by the Government to combat unemployment, all of which are being administered by the Department of Labour.

Earlier programs included the older worker employment and training incentive (L.G., Sept., p. 791), the winter house building incentive (L.G., Oct., p. 862), the Municipal Winter Works Incentive Program (L.G., Sept., p. 770), and the establishment of a Manpower Consultative Service (page 999).

* These areas are included also in the list of designated development areas.

From the Labour Gazette, November 1913

50 Years Ago This Month

Report of provincial Royal Commission on labour conditions in British Columbia is published. Parcel post is established

A report of an inquiry into labour conditions in British Columbia by a provincial Royal Commission was published in the LABOUR GAZETTE of November 1913.

An example of the statements made in the report: "Hosmer is prosperous. The miners are largely foreigners. It was testified that during January they sent to their home countries $9,000, or 25 per cent of the payroll; in February, $8,000; March, $7,700; April, $8,400, and May $11,200. In addition to this they keep on deposit in the savings bank at Hosmer about 9 per cent of their earnings.

"They live in a state of rude plenty, but are contented with rather poor houses, and cannot always be prevented from taking their drinking water out of the creek into which they run their sewage."

One of the chief complaints the Commission heard "at all railway points" was about the payment of time checks by railway contractors. "The contractors on the Grand Trunk Pacific, moved by a desire to get rid of gamblers and illicit liquor dealers, adopted about a year ago a policy of not paying time checks except directly to the men in whose favour they were made out. This effectually prevented the time checks from being stolen or from being obtained from the men while intoxicated, but it also involved the difficulty that frequently a man would have to walk from 50 to 100 miles before reaching the contractors' headquarters, which was the only place where he could get his money.

"The consensus of opinion appears to be that if the time checks were negotiable it would be at any rate the lesser of the two evils, as merchants and others along the line would then be willing to cash them . . ."

10-Hour Day

At Prince Rupert, the Commission found that the city was paying 45 cents an hour for general labour for an eight-hour day. "On the other hand, in certain work which is being done by contract, such as heavy rock cuts, the contractors are paying 37½ cents an hour for labour and are working a ten-hour day. This figures out at $3.75 a day paid by the contractors for ten hours and $3.60 a day paid by the city for eight hours.

"There is considerable difference of opinion among the working men as to which system they prefer, those who argue for the ten-hour day pointing out that weather conditions prevent steady employment and militate seriously against their total earnings during the year . . . It was further pointed out that the men who are willing to work the ten hours for the slightly increased wage are mostly men whose native language is not English . . ."

"At Ladner," the report said, "a good deal was heard about the fishing industry, which on the Fraser River has fallen largely into the hands of the Japanese. Peace is preserved between the Japanese and the whites by defining as far as possible the sections of the river in which each may fish . . ."

Most of the fishermen, it appeared, did not rely wholly on fishing to make a living; but apparently some did little else. "The ordinary white fisherman who works hard for a few weeks and spends his money quickly is inclined to attribute his poverty to the competition of the Oriental."

Mounted Police Pay Raise

An amendment to the Royal North West Mounted Police Act by which substantial increases in salaries and wages were granted was reported in the GAZETTE, and the old and new scales were given.

The pay of a commissioner was increased from $3,000 to $4,000 a year, and that of an assistant commissioner from $2,000 to $2,800; superintendents' salaries were increased from $1,800 to $2,200, and those of inspectors from $1,400 to $1,600. The pay of staff sergeants was raised from a range of $1.75 to $2 to a range of $2 to $2.50 a day. Constables had their pay raised to $1.25 from $1 a day; and buglers, under 18 years of age, got 75 cent a day instead of 50 cents. "Artisans and others specially employed" had to be content with the 75 cents a day they had been getting before.

Parcel Post

During the session at which the Mounted Police Act was amended, Parliament also, in the words of the GAZETTE's report, established a "parcel post . . . for the conveyance of parcels of all kinds, including farm and factory products. No parcel may exceed 11 lbs. in weight or be greater in size than 72 inches in length and girth combined."

Minister Orders Vacation Pay Paid Direct to Seamen, Not SIU

Hon. Allan J. MacEachen, Minister of Labour, on October 7 revoked approval of vacation pay arrangements affecting the Seafarers' International Union of Canada and 42 Great Lakes shipping companies. He directed in effect that the vacation monies be paid by the employers directly to the seamen instead of to the SIU.

Under the Annual Vacations Act, provision in collective agreements for the granting of a vacation with pay may be approved by the Minister on joint application of the parties to the agreement. In such cases, the approved methods instead of those contained in the Act govern payment of vacation pay.

The Industrial Inquiry Commission on Disruption of Shipping (L.G., Sept., p. 775) disclosed that certain conditions laid down under the terms of the approval had not been met—specifically, a provision for setting up a joint board of trustees composed of representatives of the SIU and of the employers. Such a board was to have given the employers lists of employees receiving vacation pay and the amount each employee received.

The Minister's revocation of approval also affects employers transmitting vacation pay to the union who had not applied for his approval.

In the "Notice to Employers, Employees and Trade Unions in the Maritime Transportation Industry," the Minister directed that:

1. Each employer is no longer to pay vacation pay to the Central Fund, but is to hold such vacation pay for direct payment at the proper time to the employee, as is provided by the Annual Vacations Act.

2. The officers of the Seafarers' International Union of Canada are to return to each employer the vacation pay that was sent by that employer and which is being held in the Central Fund for the persons employed by that employer during the current shipping season and past shipping seasons.

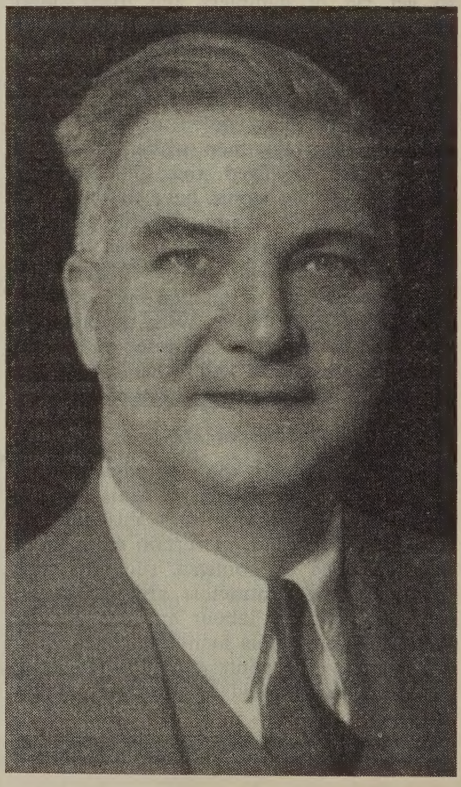
3. In returning the vacation pay of employees to the employer for direct payment to the employee at the proper time, the union is to submit lists of employees and amounts of vacation pay due each. Where it is not possible to locate employees, payments shall be made to the Annual Vacations Pay Suspense Account as provided in Section 7 of the Regulations under the Annual Vacations Act. Each employer should carefully check such lists against his records in order to ensure that discrepancies may be corrected.

4. The Seafarers' International Union of Canada is also to send any balance remaining in the Central Fund being administered by trustees appointed by the union to the Minister of Labour for deposit in the Annual Vacations Pay Suspense Account.

UIC's James McGregor Elected To International Committee

James McGregor, Director of Unemployment Insurance for the Unemployment Insurance Commission, has become the first Canadian elected to a three-year term as vice-chairman of the unemployment insurance committee of the International Social Security Association. He is the only representative from North America on the executive of the Committee.

Mr. McGregor has been associated with the UIC in Canada since 1942, when he became supervisor of the insurance branch in Toronto. In 1946 he was made assistant chief claims officer at the Commission's



head office in Ottawa, where, with successive appointments, he has remained. In 1956 he became Director of Unemployment Insurance.

The ISSA, founded in 1927, represents 74 countries. It is affiliated with the International Labour Organization and embraces national social security institutions, social security and mutual benefit fund organizations, and government departments administering one or more branches of social insurance. Its objective is the development of social security and improvement of technical and administrative methods.

The ISSA's unemployment insurance committee is one of seven permanent technical committees.

William Sefton of Steelworkers Dies on Organizing Trip in West

William Henry Sefton, a staff member of the United Steelworkers in Toronto and brother of Larry Sefton, Director of District 6 of the Steelworkers, died on October 27 at Langenburg, Sask., while on an organizing trip to the mining and refining operations at Yarbo, a potash mining district 140 miles east of Regina. He was 48 years old.

Mr. Sefton, who joined the staff of the United Steelworkers in 1942, was the first secretary-treasurer of the Ontario Federation of Labour when it was affiliated with the former Canadian Congress of Labour. For many years chairman of the political action committee of the Toronto and District Labour Council, he played an active part in the Ontario section of the Co-operative Commonwealth Federation, and as secretary of the Ontario New Democratic Party.

CLC Appointment

A. L. Hepworth, formerly program director of the Overseas Institute of Canada, has been appointed Assistant Director of the Legislative and Government Employees Department of the Canadian Labour Congress.

Mr. Hepworth became a member of the Canadian Brotherhood of Railway Transport and General Workers in 1935, and held various offices in his local union. In 1945, he became executive assistant of the national union, and in 1953 he was appointed its director of education. He was a member of the executive board of the All-Canadian Congress of Labour in 1938-39; a delegate to the Montreal Labour Council; president of the Ottawa, Hull and District Labour Council; and secretary of the CCL national committee on education.

ILO Assignment

Jean Philip of St. Laurent, Que., Education Director, Quebec Region, Textile Workers' Union of America, has taken up a six-month assignment for the International Labour Office. He will serve as workers' education expert in Algeria.

CBRT Quits Non-Op Rail Unions' Joint Negotiating Committee

The Canadian Brotherhood of Railway, Transport and General Workers last month cut its ties with 14 other unions with whom it had formed the Joint Negotiating Committee for the non-operating employees of Canada's major railways. New contract negotiations between these railway unions and the railways opened November 1.

William J. Smith, President of the CBRT, reportedly wanted one group of employees that is represented by his union to be excluded from the joint national negotiations. He requested that the CBRT be allowed to negotiate separately for its members—about 1,000 strong—who are in the CNR dining, sleeping and parlour car service, so that contract rules applying to this group could be revised.

Mr. Smith said the revisions were necessary in view of important changes in railroad operations, and that the agreement covering this group had not been brought up to date since 1948.

Frank Hall, Chairman of the Joint Negotiating Committee, said he regretted the CBRT decision, but believed it was impossible to allow one group of one union to be negotiated for separately from the joint national negotiations.

The CBRT, which represents some 21,000 employees in the CNR system and has a total membership in Canada of more than 34,000, will now negotiate on its own behalf.

United Shoe Workers Affiliate With Canadian Labour Congress

The United Shoe Workers of America (AFL-CIO) has been accepted as an affiliate of the Canadian Labour Congress. The affiliation was approved by the CLC Executive Council at a meeting last month.

The union has membership in Galt and London, Ont. The 1963 edition of the Department's annual publication, *Labour Organizations in Canada,* places its membership in Canada at 200.

National Productivity Council Issues Second Annual Report

"A cornerstone has been laid, it can be said, in the foundation of a new spirit of consultation between Canadian labour and management at the national, provincial and local levels and at the industry and plant levels." So states the *Second Annual Report, 1962-1963* of the National Productivity Council, issued last month, in a chapter entitled "Labour-Management Relations."

The 92-page report, which has "A Year of Advance" as its theme, consists of two parts. Part I deals with organization and operation of the Council, and Part II with its programs and activities. Other chapter headings are provincial and local councils, Mission to Europe, work study and management techniques, training and retraining, applied research, and economic studies.

In the belief that good labour-management relations are "one of the most important routes to greater productivity and economic growth," the Council has promoted this concept by fostering joint labour-management consultation—through the extension of the labour-management in-plant committee system and through labour-management seminars.

The Council had determined at an early stage that a "serious gap in communications" existed between labour and management, states the report. "The two groups rarely come together for discussions away from the collective bargaining table. Management and labour representatives rarely participated in joint conferences. Management leaders seldom were seen or heard at labour conferences and it was even more rare for labour leaders to be invited to attend and participate in management conferences."

The Council proceeded to try to improve this situation, by bringing labour and management together through more in-plant committees, labour-management conferences, and seminars. In joint efforts with the Labour-Management Co-operation Service of the Department of Labour, the Council has encouraged the establishment of in-plant labour-management co-operation committees in more plants and industries.

(Some 1,700 committees had already been established through the work of the Department. The Department also conducted conferences for the discussion of labour-management problems at Winnipeg, Cornwall, Kitchener, London and Ville La Salle, at which the establishment of further in-plant committees and other matters relating to labour-management relations were discussed by labour, management and government representatives.)

The Council sponsored conferences, discussions and seminars at the national, provincial and local levels. Joint labour-management seminars were held at Kingston, Halifax, Saskatoon and Montreal. At the industry level, as a result of the successful national seminars, a two-day labour-management seminar was instituted by W. N. Hall, President of Dominion Tar and Chemical Co. Limited (Domtar) (L.G., Feb., p. 110). A similar seminar was held at the E. B. Eddy Co. plant in Hull, Que., in February 1963.

In addition to the provincial councils established in eight provinces, as announced in the first annual report (L.G., Nov. 1962, p. 1263), the early establishment of councils in the two remaining provinces, Newfoundland and British Columbia, is under discussion. Local councils have been formed in five centres and many others are in the discussion stage. The provincial and local councils are assisted by regional offices of the National Productivity Council.

Describing the Council's activity in the promotion of work study and management techniques, the report briefly defines work study as follows: "work study is the systematic, objective, and critical examination of all factors governing the operational efficiency of any specified activity in order to effect improvement." It then states that the three elements in this examination are method study, work measurement, and human relations.

The Work Study program under the Council's Sub-Committee on Work Study and Management Techniques and the National Work Study Director has made rapid progress during the past year, the report states. The program is operating at the national, regional, industrial and plant levels "throughout Canada" in two phases: first, the promotion of work study, and second, the application of work study.

The Council has also stressed the importance of training and retraining during the past year, in view of technological changes in industry. Through its Sub-Committee on Training and Retraining, it has fostered the use of such programs in industry. The Council also promoted new training programs developed by the Small Business Branch of the Department of Trade and Commerce.

The Sub-Committee on Applied Research has under way an intensive program of study to determine the state of applied research and development in Canada. Three studies of specific industries—electronics, minerals, and primary iron and steel—have been completed and published

during the past year. The results of the studies "confirm the Council's belief in the importance of industrial research to the national economy."

In April 1962, the Council appointed a Special Committee, which it directed "to enquire into and report upon broadening the terms of reference of the Council to engage in economic studies, the nature and extent of the economic studies proposed, and the establishment of a national forum," the report states. Implementation of the Special Committee's recommendations on these matters have been held in abeyance, however, pending the establishment of the new Economic Council of Canada.

'Get All the Education You Can' CCA President Advises Youth

"The majority of the unemployed today are the unskilled . . . The prospects for the well-educated and the highly skilled, on the other hand, are quite bright . . . The federal Department of Labour estimates that each year of high school adds $238 a year to an income. High school graduates will earn $42,000 more during their lifetime than grade school graduates."

Speaking at a meeting last month of the Saint John Builders' Exchange, Thomas A. Somerville, President of the Canadian Construction Association, thus advised young people to get as much education as possible.

He pointed out that at the end of the war, in 1945, some 70 per cent of the available jobs were unskilled ones. "Today, the unskilled jobs account for only 30 per cent and we expect in the next 10 years or so to see them make up only 10 per cent," he stated.

Mr. Somerville also urged the construction industry to promote apprenticeship training, as many opportunities for the young exist in construction and many training facilities are now provided.

Credit Unions Increase in Number and Membership

There was a net gain of 102 in the number of credit unions in Canada in 1962, according to *Credit Unions in Canada, 1962*, published by the Economics Division, Canada Department of Agriculture. Chartered credit unions now total 4,784.

The 4,431 credit unions who provided membership figures reported a total of 2,906,902 members, an increase of about 6 per cent over the 1961 membership of 2,740,251.

Assets of the reporting credit unions rose from $1.509 million in 1961 to $1.666 million in 1962.

Old Age Assistance Recipients Increase During Third Quarter

The number of persons in Canada receiving assistance under the Old Age Assistance Act, and the number receiving disabled persons' allowances both increased in the third quarter this year. The number receiving blind persons' allowances decreased during the quarter.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,310 at June 30 to 103,890 at September 30, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $9,513,803.30 for the quarter, compared with $9,480,718.04 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $308,038,-140.37.

At September 30, the average monthly assistance in the provinces ranged from $58.73 to $62.93. In all provinces and the Territories the maximum assistance paid was $65 a month.

Disabled Persons' Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,712 at June 30 to 50,900 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled $4,884,548.47 for the quarter, compared with $4,885,423.65 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $117,948,-505.91.

At September 30, the average monthly allowance in the provinces ranged from $63.34 to $64.60. In all provinces and the Territories the maximum allowance paid was $65 a month.

Blind Persons' Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,595 at June 30 to 8,582 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled $1,210,365.78 for the quarter, compared with $1,215,983.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $42,993,859.25.

At September 30, the average monthly allowance in the provinces ranged from $58.73 to $63.75. In all provinces and the Territories the maximum allowance paid was $65 a month.

Deputy Ministers' Conference on Manpower Development and Training

First such meeting in many years held to discuss problems in developing Canada's manpower resources, training programs now in effect, current status of federal-provincial programs

The first meeting of its kind in many years, provincial Deputy Ministers of Labour and of Education met last month with the federal Deputy Minister of Labour and federal Department of Labour officials to discuss problems in the development of Canada's manpower resources, present and future manpower development and training programs, and the current status of the programs.

Known as the Federal-Provincial Deputy Ministers' Conference on Manpower Development and Training, the meeting was held on September 30 and October 1. Dr. George V. Haythorne, federal Deputy Minister of Labour, presided. Hon. Allan J. MacEachen, Minister of Labour, greeted the conference delegates.

Delegates proposed that standards of achievement in the various training programs be recognized across Canada to facilitate articulation or movement of graduates from one program to another; the apprenticeship period be shortened by giving more of the training in vocational high schools; a central agency be established or the Department of Labour designated to co-ordinate research; and that a follow-up of graduates from training programs be undertaken. A school for administrators of technical and vocational training programs was proposed by C. R. Ford, Director, Technical and Vocational Training Branch, federal Department of Labour.

Delegates received a brief report of a review team on scientific and technical personnel sponsored by the Organization for Economic Co-operation and Development (L.G., Oct. p. 865). They also discussed and reviewed a wide range of subjects concerning manpower development and training in Canada: objectives, changing needs and issues; existing training program areas, including training of the unemployed; and factors in the implementation and co-ordination of manpower development and training programs under the federal-provincial assistance agreements.

OECD Report

A brief report on OECD investigations into professional manpower requirements and corresponding educational needs for achieving and continuing technological innovations and scientific progress, and on the Organization's recent survey team's work in assessing Canadian conditions in this context, was given by two members of the team. They were George L. Payne of the OECD Scientific Directorate and Roger Grégoire, Council of State, France.

The necessity for manpower development was underlined by the fact that the OECD had planned or hoped for a 50-percent productivity increase by 1970 for the member countries in total. To achieve such growth requires technical innovations and technological progress, as well as scientific research. All this "makes extraordinary demands" on education systems, said Mr. Payne.

Mr. Grégoire said the team had found important developments taking place in technical education in Canada. He underlined the necessity of good liaison between education and the economy—pointing out that it is necessary to make certain that industry is getting the type of people it needs.

Dr. W. R. Dymond

A discussion of objectives, changing needs and issues in manpower development and training in Canada followed the presentation of a paper by Dr. W. R. Dymond, federal Assistant Deputy Minister of Labour.

In connection with training, among the factors he pointed out was the need to

Deputy Ministers of Education attending the Federal-Provincial Deputy Ministers' Conference on Manpower Development and Training were: B. Scott Bateman, Manitoba; J. F. K. English, British Columbia; P. J. Hanley, Newfoundland; R. F. Harvey, Saskatchewan; F. E. MacDiarmid, New Brunswick; Malcolm MacKenzie, Prince Edward Island; H. P. Moffat, Nova Scotia; William R. Stewart, Ontario; and W. H. Swift, Alberta.

Deputy Ministers of Labour attending were: R. E. Anderson, Nova Scotia; N. D. Cochrane, Manitoba; G. G. Duclos, New Brunswick; H. S. Elkin, Saskatchewan; James B. Metzler, Ontario; and K. A. Pugh, Alberta.

J. L. Pagé, Deputy Minister of Youth, Quebec, also attended.

distinguish between the requirements of the economy and those of the individual; these were not always identical and at times require reconciliation, he said.

He stressed the importance of education in today's rapidly moving technological world. "The quantity and quality of trained and educated manpower resources are as important a factor in Canadian economic development and growth as are material and capital resources," Dr. Dymond asserted.

He emphasized that education should be basic and not just preparation of an individual for "the first job," as the nature of his jobs would change several times throughout his lifetime. Education and training should not be restricted to youth, he stressed, but should include also those already in the labour force. Basic credits from the various programs should be transferable from one education and training program to another.

In referring to apprenticeship, Dr. Dymond pointed out that there is a great divergence of opinion concerning it, that some improvements or changes in it are necessary, and that it could be integrated more closely with other forms of training.

He also stressed the necessity of research for the shaping of policies and programs, and that better ways must be developed for communicating the research findings.

Training Programs

C. R. Ford, Director, Technical and Vocational Training Branch, federal Department of Labour, introduced a review of existing training program areas, specifically, adult training, high school technical and vocational training, and post-high-school technical training.

He emphasized that adults form a very large group from the training standpoint, and that the need for their training and retraining would continue to exist as long as technological change takes place.

Training of Unemployed

Training of the unemployed under Program 5 of the federal-provincial agreements covered some 38,000 persons last year. About 5,000 more were referred to private trade or commercial schools by the National Employment Service. The total should be doubled, to some 70,000, for the current year, according to R. H. MacCuish, Assistant Director, Technical and Vocational Training Branch.

He stressed the importance of the Basic Training for Skill Development courses in the federal-provincial assistance programs, and reported that about 10,000 unemployed persons last year took these courses to upgrade themselves in general education.

Training in Industry

The subject of training in industry was introduced by Mr. MacCuish. He emphasized that it was better to train a person—upgrade or retrain him—before he lost his job, rather than afterwards, and that such training should be broadened. He mentioned the "Leaside" program of training by industry (L.G., Feb., p. 108).

Apprenticeship

The topic of apprenticeship training was opened for discussion by William Hurd, Technical and Vocational Training Branch. He showed the validity of apprenticeship training by pointing out that the principle was also being widely applied in other fields: it was used in accountancy and nursing, and the co-operative training as practised at Waterloo University, for example, was another application of the principle. He believed that more thought should be given to integrating the purposes of apprenticeship and vocational high school training.

High School Programs

High school technical and vocational training programs as a discussion subject were introduced by D. C. Dickson, Technical and Vocational Training Branch. He pointed out that Progam 1—Vocational High School Training—in the federal-provincial programs was no longer on the "old basis of half a day a week," although many employers still thought of it that way. It now calls for more intensified training, he said.

Post-High-School Programs

Initiating the subject of post-high-school technical training, G. F. Vail, Technical and Vocational Training Branch, referred to statements in the Report of the Ontario Select Committee on Manpower Training that stressed the importance of technician training in Canada.

He reported that, at the end of 1962, there were about 12,000 full-time students taking training in one- to four-year post-high-school technical courses in Canada, an increase of 4.1 per cent over the 1961 figure. About 3,000 of these graduated in 1963. It is estimated that, in 1966, the output of technician-trained graduates from the institutes of technology will total about 4,000.

"Our most urgent need in post-secondary technical education across Canada today is for the development of co-operative training schemes between industry and institutes of technology," he said.

Co-ordination of Programs

Under the subject of the implementation and co-ordination of manpower development and training programs, Mr. Ford dealt with the problem of staffing. To staff the training facilities under three of the federal-provincial programs, which together provide some 140,000 student places, requires about 5,000 teachers, 250 principals and 500 shop directors.

He then outlined current progress in training technical and vocational staff, and emphasized the shortage of administrators for the new programs.

Mr. Ford recommended that Training Programs for administrators be established.

Research

The research aspect of implementing and co-ordinating programs was outlined by Dr. P. H. Casselman, Chief, Manpower Resources Division, Economics and Research Branch, federal Department of Labour. He stressed that research should be conducted objectively, and showed how it can be used to advantage—and should be used—as a fundamental part of practically every phase of manpower development and training.

Dr. Casselman described the major steps involved in a well-balanced research program, and dealt with the major areas requiring research in order to provide information for determining and implementing manpower and training policies.

To facilitate articulation between programs, to promote a student's movement or advancement from one program to another, Mr. MacCuish and others recommended that standards of achievement be recognized in the various programs across the country. As to discussion of actual standards, it was announced at the Conference that the subject would be taken up at a meeting of principals of institutes of technology and of directors of technical and vocational education, to be held later in the month (see following story).

Discussion

In the discussion following the introduction of the various agenda subjects, delegates brought out numerous points, of which a few were:

—To help shorten the apprenticeship period, more of the training should be given in schools, especially vocational high schools.

—In training for the unemployed, with a few special exceptions, there were generally no waiting lists in most areas of Canada.

—For the success of training programs and for securing the co-operation of industry, initiative at the local level was important and necessary, said W. R. Stewart, Ontario Deputy Minister of Education.

—If local needs in the training of unemployed could not be identified, then the Basic Training for Skill Development course should be given, it was suggested by Dr. Dymond.

—Overlapping of courses could be avoided, for example, by designating certain training as pre-apprentice training, credit for which would shorten a student's apprenticeship period, suggested K. A. Pugh, Alberta Deputy Minister of Labour.

—That the federal Department of Labour co-ordinate the research of the provincial Departments of Education and of Labour was proposed by Dr. J. F. K. English, Deputy Minister and Superintendent of Education, British Columbia.

—A follow-up on graduates of all training programs was suggested by Joseph L. Pagé, Deputy Minister, Quebec Department of Youth.

—Financial assistance in the form of bursaries and grants for students who need it can be provided through the federal-provincial programs, Dr. Haythorne pointed out. Assistance is available also for extending a teacher's training.

Almost 17 per cent of all Canadian industrial establishments reported some organized training programs in the year ended May 31. The incidence was 8 per cent in establishments employing 15 to 50 persons and 25 per cent in those employing more than 50, according to a survey conducted jointly by the Department of Labour and the Dominion Bureau of Statistics.

Out of almost 2,000 establishments reporting organized training programs, 66 per cent had apprenticeship training programs, 36 per cent had other programs at the skilled tradesman level, 30 per cent at the first-line supervisor level, and 18 per cent at the technician level.

There were more than 12,000 apprentices in training in the 12 months ended May 31. Additionally, there were 18,000 other trainees at the skilled tradesman level, 7,000 at the technician level, and 13,000 at the first-line supervisor level.

First National Conference of Institute of Technology Administrators

Conference participants propose the designation "Diploma of Technology" to identify graduates of institutes of technology and recommend that it be given recognition all across Canada

In the first conference of its type, principals of institutes of technology from across Canada and administrators of provincial programs of technical and vocational education met on October 16 and 17 in Ottawa with the Director and staff of the Technical and Vocational Training Branch, federal Department of Labour.

The delegates were welcomed by Dr. George V. Haythorne, Deputy Minister of Labour. Dr. C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, presided over the sessions. Dr. G. Fred McNally, Chairman of the National Technical and Vocational Training Advisory Council and former Chancellor of the University of Alberta, also attended.

As a result of their discussion of a wide range of topics associated with the institute of technology area of education and training—or education of technicians at the post-high-school level—the conference participants unanimously recommended that the level of achievement or the qualification obtained by a graduate of an institute of technology should be designated by a "Diploma of Technology," and that such diploma should be recognized across Canada.

The letters "D.T.," for "Diploma of Technology," or the abbreviation "Dip. T." should be used after a graduate's name as the standard abbreviations to indicate the achievement or qualification and should be recognized in all areas of Canada, they recommended.

To help create a better understanding by the general public and others of what institute of technology education and training really mean, the delegates tentatively drafted two brief statements expressing the philosophy and purpose behind such training.

After assessing the day-release system and other methods used for further technical training of those already employed, delegates concluded that the block-release system was often preferable to day release, but agreed that this entire subject required further attention.

Other conclusions reached at the meeting were that:

—The increased use of correspondence courses as an aid in technological training for those not able to attend classes should be investigated, and the availability of government correspondence courses should be publicized more widely.

—More publicity, and of the right kind, is required to make technological education better understood by society, and the production of an informative, authentic film for this purpose should be undertaken.

Among additional topics discussed by the delegates were: curriculum development; the exchange of information between institutes of technology; research requirements; scholarships and bursaries; training through extension, day release, "sandwich" (co-operative) and correspondence courses; the need for Canadian textbooks for institutes of technology; and new subjects for inclusion in technological curricula.

Further discussions dealt with the value of joint conferences between personnel from industry and from institutes of technology, the value of advisory committees, and the requirements of instructional staff.

Dr. C. R. Ford

There are now 39 institutes of technology across Canada, the number will reach 40 during the next year, and many more are foreseen for the years to come, Dr. Ford stated.

He again emphasized the necessity of national recognition of achievement in the technological training field as in other education areas, and also pointed out that the federal Government and the Technical and Vocational Training Branch were interested in and concerned with the training and maintenance of a competent Canadian labour force as a whole, and not with the operation of schools as such.

A report by the Technical and Vocational Training Branch on the present status of technological education across Canada estimated that by 1966 the output of "technician trained" graduates from institutes of technology would be about 4,000. The report pointed out that graduates in

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such courses as merchandising, fashion design, commercial art and secretarial science were not being classified as technician trained.

"The requirement ratio of semi-professionals to professionals is an ever-increasing one," the report stated, in comparing the approximately 6,600 students who graduated from the science-based faculties at Canadian universities in 1963 with the number of technological graduates or technicians given above. Usually, one or more technicians are required for every engineering or science-based university graduate.

Designation of Qualification

Much discussion centred on the designation to be given qualification obtained in this type of training (it was brought out that it involved both "education and training"), and on the point that a selected designation should be nationally recognized. It was not a question of "certification," pointed out Dr. Ford, but some standard method should be adopted to identify the qualification obtained under this type of training. (For details of technician or technological training, see also "National Advisory Committee on Technological Education," p. 208, March issue.)

The delegates voted unanimously to adopt a "Diploma of Technology" as the Canada-wide standard to designate the achievement or qualification obtained by a student graduating from an institute of technology. They further adopted the letters "D.T." (standing for Diploma of Technology) and, as an alternative acceptable choice, the abbreviation "Dip. T." for use after a graduate's name to indicate the achievement or qualification.

Purpose and Philosophy

The delegates also adopted two tentative brief statements to set forth the philosophy and purpose respectively of technical training or technological education (see boxes). The statements are intended to help create a much better understanding, by parents, prospective students, the general public and others, of what institute of technology training at the post-high-school level really is and what it sets out to accomplish.

Philosophy Behind Technological Education

That a form of education is required which assists a person in the acquirement of the ability to perform scientific and/or engineering tasks of a specialized non-professional nature, which, in their execution, require an intensive application of a comprehensive knowledge of the mathematics, science, systematized procedures and techniques related to the particular specialty.

—First National Conference of Institute of Technology Administrators

Purpose of Technological Education

Education for technician training at the post-high-school level should be such as to develop the ability to apply engineering, scientific, business, or professional concepts to trade, industrial, business, or professional techniques and practices in the chosen field. It must not be so narrow that it prohibits reasonable understanding of concepts nor so broad that it forfeits the ability to transact in specific terms on a practical basis.

This requires a balance between the theoretical and practical portions of the training and presupposes the length of course to be completely adequate to provide the required foundation for the chosen career.

—First National Conference of Institute of Technology Administrators

Development of Curricula

In a discussion on the development of curricula, it was pointed out that an institute of technology student must be given training on a broader base than that given to a specialized industry-trained technician. It was also suggested that, even if the first year of instruction was the same for all or a number of courses in an institute, the student should have some laboratory or shop training during that year in the subject of his choice.

On the standardization of curricula within a province, it was shown that the 11 institutes of technology in Quebec use the same instruction program for the respective courses.

In discussing the exchange of curriculum and other information among the institutes across Canada—many of which are plowing new ground in their areas—delegates concluded that it should be a direct exchange, and be on a voluntary basis. It was shown that there already was such an interchange of information in many cases.

Exploring additional avenues to provide technical training for those already employed, the delegates discussed the strong and weak points of the various systems in use.

Some institutes of technology provide excellent night courses that lead to credits equivalent to those of the day courses, but it was pointed out that it was often very difficult for students, and took them too

long, to follow through with such a program. Some delegates were convinced, however, that, as night school students are usually more mature, they could assimilate the instruction in fewer periods than could their day school counterparts.

The day-release system did not fit the requirements of industry in many cases, delegates reported, and the institutes and some other schools are attempting to meet this problem by arranging semesters that favour a block-release system instead. For example, a 10-month course may be divided into two definite five-month parts, and a student who is already employed can leave his work for five months to attend school, return to work, and in the following year take the second five months of the course. This results in less disruption in a plant's working schedule, and favours more concentrated and continuous study. The type of release system to be applied must rely chiefly on the nature of industry in the area, it was pointed out.

Other Discussions

On the subject of correspondence courses as an aid in technological training, delegates agreed that this was a field requiring further attention and, particularly, that greater efforts should be made in publicizing the courses that are already available, and at reasonable rates, from the provincial departments of education. Delegates were given a Department of Labour booklet, *Canadian Technical & Vocational Correspondence Courses,* which lists courses available through the provincial governments.

More publicity is required to explain institute of technology training to the public, and to make better known the efforts of educational systems in general, it was suggested at the conference. Delegates recommended exploration of the possibilities of producing an authentic, informative film on technological training, for showing to the general public and others. This had to be done properly, it was stressed, or it could do more harm than good. The object, it was believed, should be information of the public, and not recruitment of students *per se*.

Additional fields that might be covered in regular courses of study in institutes of technology were explored by the delegates, who were aware that even the existing courses need continually to be brought up to date to keep pace with technological developments.

Some of the additional fields discussed were work (time and motion) study, industrial production study, instrumentation and automatic control systems, nuclear technology, data processing, and industrial design. It was mentioned that some of the older institutes are already offering such courses or their equivalents.

The value of symposia—meetings in which representatives from industry and from one or more institutes discuss common training problems and requirements—was emphasized at the conference. A symposium conducted at Ryerson Institute of Technology in Toronto was cited as a successful example.

Much of the credit for the success of the institutes and their programs should accrue to the many advisory committees who assist on the local and provincial levels, delegates emphasized and went on record in stating so. In numerous cases, business and professional people were giving their advisory services free of charge.

It was suggested that a similar meeting be held about a year hence, and Dr. Ford announced that an invitation had been received from the Southern Alberta Institute of Technology, Calgary, to hold the next conference there.

Ministers of Education Urge More Federal Aid for Vocational Schools

The Standing Committee of Ministers of Education of the Canadian Education Association, meeting in Quebec City during the Association's annual convention, adopted two resolutions dealing with technical and vocational training.

One resolution asked for a "more adequate system of financing" educational programs that receive federal subsidies, either by means of arrangements for sharing sources of revenue between the federal and provincial governments, or through grants of a more general nature than those provided under the present federal-provincial agreements.

The second resolution urged that during the life of the current Technical and Vocational Training Agreement, provision be made for a "substantial increase" in support of the schools that resulted from the encouragement given by the "generous" capital grants under the Agreement, and in support of the operation of vocational high schools.

Legislation Dealing with Apprenticeship and Trade Training Enacted in 1963

P.E.I. enacts Apprenticeship and Tradesmen's Qualification Act; B.C. provides for compulsory certification of tradesmen

During the 1963 sessions, several provinces enacted legislation to promote the training of more skilled workers.

Prince Edward Island passed the Apprenticeship and Tradesmen's Qualification Act, which is patterned after other provincial acts of the same name. British Columbia amended its Apprenticeship and Tradesmen's Qualification Act to provide for the compulsory certification of tradesmen. An amendment to the Ontario Apprenticeship Act repealed the age limit for apprenticeship. A minor amendment to the Apprenticeship Act was adopted in Manitoba.

Prince Edward Island

Prince Edward Island enacted the Apprenticeship and Tradesmen's Qualification Act, replacing the Apprenticeship Act of 1944, which was largely inoperative.

The new Act, which is similar to other provincial acts of the same name, provides for the training of apprentices and the voluntary certification of tradesmen.

An officer of the Department of Labour with the title of Director of Apprenticeship and Tradesmen's Qualification is responsible, under the Minister, for the administration of the legislation and for the supervision of all apprenticeship plans.

As in most other jurisdictions, an Advisory Board whose members will include an official of the Department of Labour, an official of the Department of Education and an equal number of employer and employee representatives is to be appointed with authority to designate trades as suitable for apprenticeship and to approve apprenticeship plans and contracts of apprenticeship.

To permit greater flexibility, the Lieutenant Governor in Council may, on the recommendation of the Board and the Director and with the approval of the Minister, limit the application of the Act or regulations to a specified area. A similar provision is contained in the Newfoundland and Nova Scotia acts.

Once a plan of apprenticeship training has been declared to apply to a particular trade or in a specified area, no person may enter into a contract of apprenticeship in that trade or area except in accordance with the legislation. An employer who hires a person eligible for apprenticeship is required to notify the Director, who, in turn, must inform the employee of his rights.

As well as providing for individual contracts of apprenticeship, the Act permits apprenticeship to be carried on under a collective agreement between an employer and a trade union or under a private industrial program, provided the plan has been approved by the Director, after consultation with the Apprenticeship Board.

Except for setting a minimum age of 16, the Act lays down no qualifications for apprentices, leaving such matters as examinations, certificates and allowances to be dealt with by regulation.

As in most jurisdictions, provision is made for the voluntary certification of tradesmen already engaged in the designated trades.

The Board is authorized to establish an advisory and examining committee in respect of any trade. Such a committee is to be composed of at least three persons, with an equal number of employee and employer representatives and an impartial chairman. The functions of an advisory and examining committee are to prescribe and conduct examinations for certificates of proficiency in a trade.

Provision is also made for issuing certificates of proficiency, with or without examination, to persons who have qualified in other jurisdictions. Tradesmen holding a valid certificate of proficiency may not be required to take an examination in order to obtain a licence required under a municipal by-law.

British Columbia

Amendments to the British Columbia Apprenticeship and Tradesmen's Qualification Act deleted all references to age, removed the two-year restriction on contracts of apprenticeship and provided for the compulsory certification of tradesmen.

When introducing the new legislation, the Minister of Labour said that the purpose was to "increase the skills of B.C.'s labour force through a greatly expanded apprenticeship program, as well as to provide greater assurance to the public that the tradesmen employed throughout the province are competent and well-qualified."

The provisions forbidding the employment of minors under the age of 15 in a designated trade and prohibiting the employment of minors 15 years and over except under a contract of apprenticeship have been replaced. The Act now states that no person may be employed in a designated trade unless under a contract of apprenticeship or unless he holds a current certificate of apprenticeship or a current certificate of proficiency in the trade.

The Minister said he did not expect that the removal of the minimum age limit would materially affect the number of persons entering into contracts of apprenticeship but it would make it possible for boys under 15 years who were uninterested in school subjects but who had an aptitude for a trade to work under a contract of apprenticeship.

The Minister pointed out also that the former policy of restricting apprenticeship training programs to persons between the ages of 15 and 21 years had been inconsistent with the basic principle of the Act, which was to train persons to meet future requirements for skilled tradesmen.

The Act, as before, recognizes that there are many persons over 21 years employed in the designated trades who are fully qualified even though they have not served under a formal contract of apprenticeship or have not received training in vocational or technical schools. It again gives the Minister of Labour discretionary authority to grant permits authorizing such persons to continue in the trade without entering into a contract of apprenticeship or taking the examinations necessary to qualify for a certificate of proficiency.

Formerly, the minimum term of apprenticeship was two years unless a shorter period was approved by the Minister on the recommendation of the Provincial Apprenticeship Committee. This restriction has been removed, because it was felt that there were many trades such as baker, bartender, butcher, cook, to name a few, that do not require a two-year training period.

The system of voluntary certification now in effect in the refrigeration, radio, television and electronics and the automobile mechanics trades, which the Minister said had proved disappointing, is to be replaced by a compulsory system, which is to be introduced gradually.

The Lieutenant Governor in Council is given discretionary power to make regulations requiring all persons employed in a designated trade or in a specified area to hold certificates of proficiency, except registered apprentices, persons employed for a probationary period or persons with special permits from the Minister. Regulations providing for the registration of employers and self-employed persons engaged in the designated trades are also authorized.

Ontario

In Ontario, an amendment to the Apprenticeship Act removed the age limit of 21 years for persons desiring to become apprentices in any of the designated trades.

The change had been recommended by the Royal Commission on Labour-Management Relations in the Construction Industry and by the Select Committee on Manpower Training. When introducing the amendment, the Minister of Labour said:

> ...It is my expectation that this amendment will encourage young men who have attained the age of 21 years and have not had training at a skilled trade to reassess their opportunities and undertake to learn a trade. As long as the upper age limit was in effect many young men could not avail themselves of the training which is being offered under the apprenticeship system.

Manitoba

The Manitoba Apprenticeship Act was amended to provide for the appointment of alternate members of the Provincial Apprenticeship Board and a vice-chairman so that the Board may have meetings at regular intervals. The Board will continue to have an equal number of employer and employee representatives and two members representing the Department of Labour and the Department of Education.

More than 2,500,000 Japanese workers are now covered by the country's minimum wage law, the Japanese Labour Ministry reports.

The minimum wage law is aimed primarily at small industries, which employ a labour force totalling about 10,000,000 workers.

When minimum wage legislation was first introduced, the Government's target was 25-per-cent coverage of small industries. The target was reached six months ahead of schedule.

HUMAN RIGHTS

A Message from the Minister of Labour

I am glad to have this opportunity to draw the attention of *Labour Gazette* readers to the special section on Human Rights published in this issue to mark the fifteenth anniversary of the Declaration of Human Rights, an anniversary being celebrated in Canada as in other member nations of the United Nations.

On December 10, 1948, the United Nations General Assembly adopted and proclaimed the Universal Declaration of Human Rights "as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, . . . shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction."

Among the Canadian labour laws that have a bearing on, and were partly inspired by the Universal Declaration of Human Rights are those that prohibit discrimination on account of race, national origin, colour or religion in all matters that affect a person's opportunity for employment. To coincide with the anniversary of the Declaration, the Department has published a pamphlet outlining the various Canadian anti-discrimination laws and Canadian administrative practices. The pamphlet is designed to assist interested individuals and organizations to gain a knowledge of protection under Canadian law against discrimination.

To supplement these laws, the Department of Labour has conducted an expanding program of educational publicity, a program conceived to assist in creating a beneficial effect on the attitudes of mind that give rise to acts of discrimination, and designed to teach people to see things in their true light, and thus to weed out the roots of discrimination: prejudice and intolerance. Many people tend to fall in with the prevailing social patterns, either unthinkingly or to avoid conflict. The more discrimination is practised the more such people will look upon it as acceptable. The more discrimination is checked by law, the less respectable it becomes. It is therefore the moral influence of anti-discrimination laws that is relied upon quite as much as their coercive or punitive effects. Discrimination on account of race, colour or religion is, in a considerable degree, the outcome of prejudice, which in turn is the child of ignorance or misunderstanding. One way of combatting it, therefore, is to try to dispel ignorance and clear away misunderstanding; hence the Department's educational campaign.

Unfair employment practices and other acts of discrimination no longer have the strength they once had in Canada, and I firmly believe that the avenues of the future should be increasingly open to policies that are more in accord with the ideals of freedom and democracy in Canada. I therefore urge the readers of the *Labour Gazette* to take an interest in what my Department is trying to do to remove the handicaps under which some of our less fortunate countrymen still labour.

Allan J. MacEachen,
Minister of Labour.

The Universal Declaration of Human Rights

Fifteenth Anniversary

The Universal Declaration of Human Rights is a document of our times and for our times.* It was prepared by a United Nations Commission under the chairmanship of Mrs. Eleanor Roosevelt, and adopted by the General Assembly on December 10, 1948, with no opposing votes and only eight abstentions. The General Assembly proclaimed it to be "a common standard of achievement for all peoples and all nations."

The Universal Declaration ranks with the great documents in human history that stand as landmarks in the advance of mankind into larger freedom. It begins with the affirmation that "all human beings are born free and equal in dignity and rights." It then asserts that everyone is entitled to the rights and freedoms set forth "without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."

Articles 3 to 21 enumerate the civil and political rights which have been generally accorded recognition in the western democratic tradition—the right to life, liberty and security of person; freedom from slavery; freedom from arbitrary arrest; freedom from torture; the right to a fair trial; freedom of movement; freedom of thought, conscience and religion; freedom of opinion and speech; the right of association and assembly; and other similar rights.

Then the Declaration, going beyond the traditional guarantees of rights and freedoms against possible interference by other men or by the state, formulates the social, economic and cultural rights which, in advanced societies, are coming to be regarded as indispensable if freedom is to have reality. These include: the right to social security; the right to work, free from discrimination and in return for a just and reasonable remuneration; the right to a standard of living adequate for health and well-being; the right to an education; and the right to participate freely in the cultural life of the community.

Finally, the Declaration asserts that only in a social and international order governed by the rule of law and the principles of mutual respect can human rights be fully observed. Rights carry with them a duty to the community, a respect for the rights of others, and a regard for the principles and purposes of the United Nations. All states are obliged to refrain from any activity aimed at the destruction of the rights and freedoms enunciated in the Declaration.

A Continuing Struggle

The Universal Declaration rests firmly on the articles in the United Nations Charter which affirm the promotion of equal rights of all people and all nations to be the central objective of the world organization. And the Charter, it must be remembered, echoes the goals proclaimed by the leaders in the war against Nazism and Fascism.

At San Francisco, the pressure of the representatives of many voluntary organizations and of the smaller nations, raised the priority of human rights in the final draft of the Charter. The frightful experience of Hitler's extermination camps, the surge of the colonial peoples for an independent life, the insistent hopes of millions in the under-developed lands are the historical realities behind the bold words of the Declaration. The Declaration, therefore, must be seen as more than a collection of noble aspirations: it is a weapon in the ongoing struggle for human rights.

Some lawyers are inclined to dispute the legal force of the Declaration since it is only the first part of an intended three-part International Bill of Rights. The two incompleted parts are the Covenants of Human Rights (which when drafted and ratified would have the status of multilateral treaties) and the Measures of Implementation. Other legal experts take the position that since the Declaration may be regarded as an expansion of the human rights articles of the Charter it has the same binding effect as the Charter. But whatever its legal interpretation, its impact on international and national efforts to advance human rights cannot be denied.

Within the United Nations itself, the Declaration added a new moral authority to actions taken on questions involving human rights. Resolutions of the General Assembly and other U.N. bodies cited the Declaration on questions of racial discrimination, forced labour, slavery, and the rights of peoples to self-government. Without waiting for the more comprehensive guarantees

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* The complete Universal Declaration of Human Rights was published in the November 1958 number of the LABOUR GAZETTE, an issue that included a "Special Section on Human Rights" as this publication's contribution to the commemoration of the tenth anniversary of the Universal Declaration. The special section was then made available as a reprint, copies of which may still be obtained.

of human rights which would be contained in the Covenants, U.N. bodies such as the Commission on Human Rights, the Commission on the Status of Women and several of the Specialized Agencies proceeded to draft international conventions to cover specific rights.

The list of these conventions is an impressive one:

1950—Convention Relating to the Status of Refugees.
1952—Convention on the Political Rights of Women.
1952—International Telecommunications Convention.
1954—Convention of the Status of Stateless Persons.
1956—Supplementary Convention on the Abolition of Slavery.
1957—Convention on the Status of Married Women.
1958—Convention on Discrimination in Employment.
1962—Convention on Consent to Marriage, Minimum Age for Marriage, and Registration of Marriage.

The Rights of Women

In one field particularly—improvement in the status of women—the work of the United Nations, backed by the authority of the Universal Declaration, has had revolutionary results, not only in the emerging nations but in the advanced nations as well. Some of the United Nations activities have had great educational value. Since 1956 governments have been requested to report every three years on the development of human rights in their respective countries. In 1962 sixty-seven states responded.

Global studies have been carried out under the Commission on Human Rights in such fields as discrimination in education and in religion, freedom from arbitrary arrest, administration of justice and the rights of children born out of wedlock. Of great significance have been the Human Rights Seminars conducted in various parts of the world to bring together high government officials and judicial authorities to study specific problems of human rights. Since 1953, eighteen such seminars have been conducted—eight in Asia and the Far East, five in the Americas, four in Europe and one in Africa. Not only have they had considerable educational influence but they have in some instances had a direct effect on legislation and judicial practice.

Rights Enforced in Europe

The Declaration has turned out to be an important source of law. The Japanese Peace Treaty (1951), the Special Statute of Trieste (1954), and the Franco-Tunisian Convention (1955) all pledged one or both parties to act in accordance with the principles of the Universal Declaration.

Even more significant was the Convention for the Protection of Human Rights and Fundamental Freedoms drafted by the Council of Europe in Rome in 1950. In the Preamble it was specifically stated that the purpose of the Convention was "to take the first steps for collective enforcement of certain rights stated in the Universal Declaration of Human Rights." The Convention, after enumerating the civil and political rights to be guaranteed by the signatories, provided for a Commission of Human Rights and, for the first time in history, a Court of Human Rights to which individuals as well as states might bring their complaints.

New nations drafting their constitutions and older nations revising their constitutions or enacting legislation have turned to the Declaration as a model. West Germany drew on Articles 15 and 16 when drafting its basic law to cover marriage rights and rights of nationality. Nine new African states have made reference to the Declaration in their constitutions. Four Latin American countries—Paraguay, Argentina, Bolivia and Panama—have passed legislation drawn directly from articles in the Declaration to cover such rights as nationality, copyright, education and freedom from discrimination.

The Legislature of the Province of Ontario cited the Declaration in the Preamble to its Fair Employment Practices Act (1950) and the Fair Accommodation Practices Act (1954). In New York State, the Philippines, The Netherlands, Belgium and Italy, judges have cited the Declaration in decisions and opinions in cases having to do with discrimination on the basis of sex, unlawful detention, the right to life, liberty and security of person, and the rights of stateless persons.

Affirmation of economic, social and cultural rights is placed on an equal basis with the affirmation of traditional civil and political rights in the Declaration. A resolution passed by the General Assembly in 1950 asserts that a man who was deprived of his economic, social and cultural rights could not be considered free.

Economic and Social Rights

This principle found striking support in the reports and the Declaration of the International Commission of Jurists at its New Delhi conference in 1959. After insisting that every legisature "should endeavour to give full effect to the principles

enunciated in the Universal Declaration of Human Rights," the conference declared that "the Rule of Law is a dynamic concept ... which should be employed not only to safeguard and advance the civil and political rights of the individual in a free society, but also to establish social, economic, educational and cultural conditions under which his legitimate aspirations and dignity may be realized."

This "dynamic concept", implicit both in the Charter and the Universal Declaration has been finding corporate expression in the legislation and the economic and social planning of the emerging nations, intent on mobilizing their physical and human resources to provide a freer and more abundant life for their peoples.

And even more directly, its impact is to be seen in the increasing activities of member nations and of the United Nations and the Specialized Agencies to organize programs of technical assistance and economic co-operation behind the efforts of the emerging nations. The ultimate objectives of the U.N. Development Decade are the affirmation of human dignity and the enlargement of human freedom.

Toward a World Community

Dag Hammarskjold, in his last official message, listed as the main principles and purposes of the Charter to which member states are committed equal political rights, equality of economic opportunities, and the rule of law. In projecting these principles, binding in the life within states, into the international area, the Charter, said Hammarskjold, "takes a first step in the direction of an organized international community."

And P. E. Corbett wrote in *The Individual and World Society:* "The welfare of the individual in society should be recognized as an end in itself and the purpose of all organization, national and international. But the direct effort to promote it may also prove the speediest road to general and enduring peace."

—*World Review,* **monthly publication of the United Nations Association in Canada**

U.N. Commission on Human Rights

The Universal Declaration of Human Rights, whose 15th anniversary is being marked December 10, was drafted by the United Nations Commission on Human Rights, established in 1946. Canada is now a member of the Commission.*

The Human Rights Commission could be considered the main agency through which the United Nations' human rights program is carried out. Its original terms of reference are extensive. The Commission submits proposals, recommendations and reports to the Economic and Social Council regarding:

(a) an international bill of rights;
(b) international declarations or conventions on civil liberties, the status of women, freedom of information, and similar matters;
(c) the protection of minorities;
(d) the prevention of discrimination on grounds of race, sex, language or religion;
(e) another matter concerning human rights not covered by items (a), (b), (c), and (d).

Once the Universal Declaration of Human Rights was completed and adopted in 1948, the Commission concentrated on drafting international covenants on human rights and in 1954 completed the preliminary texts of a Draft Covenant on Civil and Political Rights and a Draft Covenant on Economic, Social and Cultural Rights. These were sent, through the Economic and Social Council, to the General Assembly. They have been considered, article by article, at the sessions of the General Assembly held since 1955. The final drafting by the General Assembly has not yet been completed.

The Universal Declaration of Human Rights inspired a number of international conventions concluded under the auspices of the United Nations and the specialized agencies. These include the Convention Relating to the Status of Refugees (1951), the Convention Relating to the Status of Stateless Persons (1954), the Convention on Political Rights of Women (1952), the Convention on the Nationality of Married Women (1957), the Supplementary Convention on Slavery, the Slave Trade and Institutions and Practices Similar to Slavery (1956), the Convention concerning the Abolition of Forced Labour (1957), the Convention concerning Discrimination in respect of Employment and Occupation (1958), and the Convention against Discrimination in Education (1960).

The human rights program that has developed and is developing in the United Nations is, to a large extent, conceived within the framework of the Universal Declaration of Human Rights.

* Canada was elected for a three-year term beginning January 1, 1963. Miss Margaret Aitken of Toronto is Canada's representative on the Commission.

Human Rights in Canada, 1958-1963

Developments Since 10th Anniversary of Universal Declaration

In the five years since the 10th anniversary of the Universal Declaration of Human Rights in 1958, developments have taken place in Canada in the fields of civil and political rights and economic and social rights.

Apart from the specific legislative measures taken to remedy certain situations or to safeguard certain rights, notable advances were made in education, community action, research and the publication of substantial articles dealing with human rights in the Canadian setting.

In the five years, there has been increased Canadian participation in international efforts to advance human rights throughout the world.

Bill of Rights

When the 10th anniversary was celebrated, the proposal to enact a Canadian Bill of Rights in the form of a federal statute was being discussed. A bill had been introduced in Parliament and held over for a later session; in the meantime it was widely circulated for discussion and comment. It was re-introduced with some changes and passed by Parliament in 1960.

The Bill of Rights recognizes and declares that there have existed and shall continue to exist in Canada, without discrimination by reason of race, national origin, colour, religion or sex, certain human rights and fundamental freedoms: the right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law; the right to equality before the law and the protection of the law; freedom of religion; freedom of speech; freedom of assembly and association; and freedom of the press.

Further, it provides that no law enacted by the Parliament of Canada is to be so construed as to infringe any of these rights and freedoms, unless it is expressly declared by an Act of Parliament that it shall operate notwithstanding the Bill of Rights.

In particular, no law of Canada shall be construed or applied so as to—

(a) authorize or effect the arbitrary detention, imprisonment or exile of any person;

(b) impose or authorize the imposition of cruel and unusual treatment or punishment;

(c) deprive a person who has been arrested or detained

(i) of the right to be informed promptly of the reason for his arrest or detention,

(ii) of the right to retain and instruct counsel without delay, or

(iii) of the remedy by way of *habeas corpus* for the determination of the validity of his detention and for his release if the detention is not lawful;

(d) authorize a court, tribunal, commission, board or other authority to compel a person to give evidence if he is denied counsel, protection against self crimination or other constitutional safeguards;

(e) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations;

(f) deprive a person charged with a criminal offence of the right to be presumed innocent until proved guilty according to law in a fair and public hearing by an independent and impartial tribunal, or of the right to reasonable bail without just cause; or

(g) deprive a person of the right to the assistance of an interpreter in any proceedings in which he is involved or in which he is a party or a witness, before a court, commission, board or other tribunal, if he does not understand or speak the language in which such proceedings are conducted.

Invoked in Court Cases

Although the Bill of Rights extends only to matters coming within the legislative authority of the Parliament of Canada, in the short time it has been in effect it has been invoked in numerous cases, but it has not often caused a law to be construed so as to affect the outcome of the case.

In February 1961, the Bill of Rights was successfully invoked before the Quebec Superior Court in *Lafleur v. Guay and Minister of National Revenue.* The case dealt with an income tax inquiry and the refusal to allow the subject of the inquiry to appear alone or through his solicitors at the inquiry and a failure to give notice of the hearings. Section 2 of the Bill of Rights was invoked, the section which reads: "... no law of Canada shall be construed or applied so as to (e) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations."

The Court held that the Canadian Bill of Rights was applicable to every law of Canada, save where the particular law contained a declaration that it should apply notwithstanding the Bill of Rights, and there was no such declaration in the Income Tax

Act. Consequently, by Section 2(e) of the Bill of Rights, the Income Tax Act must be construed and applied so as not to deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations. This right to a fair hearing, the Court added, covered hearings before administrative tribunals, and consequently the plaintiff could not be denied the right to be present at the inquiry into his affairs and to make representations through his solicitors. The decision of the Superior Court was upheld by a majority decision in the Court of Queen's Bench in January 1963. The decision of the appeal court has been appealed to the Supreme Court of Canada.

In two cases which reached the Supreme Court of Canada* involving detention and deportation orders under the Immigration Act, the provision of the Bill of Rights that declares "the right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law" was invoked. In both cases the Court held that the person concerned had not been deprived of her liberty save by due process of law, the order having been issued in accordance with statutory authority.

In a case involving unlawful possession of explosives, the Ontario Court of Appeal held that Section 80 of the Criminal Code, in putting the onus of showing lawful excuse upon the accused, does not infringe the presumption of innocence declared by Section 2(f) of the Bill of Rights. Allowing an appeal by the Attorney-General from the acquittal by a magistrate's court on a charge of having an explosive substance in possession without lawful excuse, the Court of Appeal held that, under Section 80 of the Criminal Code, the accused is not deprived of the right to be presumed innocent until proved guilty according to law. The law, the Court stated, stipulates that, upon proof that the accused has the explosive substance in his possession, he shall be liable to conviction unless his possession can be justified by lawful excuse. Nevertheless, it is only after conclusion of the evidence, if any, for the defence, as well as the evidence for the Crown, that the trial tribunal is in a position to find his guilt or innocence. The presumption of innocence, the Court continued, remains until the whole evidence is before the court. If the accused elects to adduce no evidence, or if the evidence he adduces fails to support the defence of lawful excuse, then in either case he may be convicted according to law*.

A similar conclusion was reached by the same Court in the case of *Regina v. Sharpe* dealing with a presumption created by the Opium and Narcotic Drug Act against an accused in possession of narcotics.†

In July 1962, the Saskatchewan Court of Appeal quashed an information because it was lacking the details of the circumstances of the alleged offence to identify the transaction referred to, which was contrary to the specific provisions of the Criminal Code and the Canadian Bill of Rights. In the reasons for judgment, one of the judges stated that it is a fundamental principle of criminal law that an accused person should be able to tell from the information or indictment the precise nature of the charge against him.‡

Also in 1962, the Appellate Division of the Alberta Supreme Court confirmed that a provincial Attorney-General, when he intervenes in a criminal action launched by a private prosecutor, is entitled, in his discretion, to enter a stay of proceedings under Section 490 of the Criminal Code, and in such a situation the private prosecutor had not been deprived of his rights and privileges under the Canadian Bill of Rights.

The Court of Appeal agreed with the reasoning of the trial judge, who held that the action taken by the provincial Attorney-General in withdrawing the charges did not abridge any right of an individual to equality before the law and the protection of the law as guaranteed by Section 1(b) of the Canadian Bill of Rights. Also, the Court of Appeal agreed with the stand taken by the trial judge that Section 2(e) of the Canadian Bill of Rights, which postulates "the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations," does not embrace the right to prosecute charges founded on sufficient evidence.§

More Important Result

Probably a more important result of the Bill of Rights has been to direct attention of members of legislative bodies, government officials, educators and students and the public generally to fundamental principles. Some thoughtful writing on the questions raised by it has been published in the period.

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* *Rebrin v. F. W. Bird and Minister of Citizenship and Immigration* [1961] 27 DLR (2d) 622; *Louie Yuet Sun v. Her Majesty the Queen* [1961] S.C.R. 70.

* *Regina v. Guertin* [1961] OWN 134;

† *Regina v. Sharpe* [1961] OWN 261.

‡ *Shumiatcher v. Attorney-General for Saskatchewan,* [1962] 39 WWR 577.

§ *Regina ex rel Graham v. Leonard.* [1962] 39 WWR 343.

The March 1959 issue of the *Canadian Bar Review* contained eight articles dealing with the proposed Bill of Rights or related matters. Professor F. R. Scott's lectures at Carleton University in 1959 in the Alan B. Plaunt Memorial Lectures series were published under the title *Civil Liberties and Canadian Federalism.**

An article by J. C. Martin in the Winter 1961 issue of the *Journal of the International Commission of Jurists,* "Preventive Detention in Canada," dealt with provisions for arrest without a warrant and the procedures subsequent to arrest, the use of *habeas corpus* as a means of questioning the legality of detention, and the sentence of preventive detention for habitual criminals.

An article by the Hon. Ivan C. Rand in the April 1961 *Osgoode Hall Law Journal,* "Except by Due Process of Law," dealing with the provision "due process" in the Bill of Rights, described the history and the application of the concept in the United States and Great Britain and set out the author's views of its scope and meaning. It pointed out that, in inserting this provision in the Bill of Rights, Parliament had presented to judicial tribunals an opportunity to build up a Canadian jurisprudence on this concept.

The three volumes of *Current Law and Social Problems,* a series founded by the Faculty of Law in the University of Western Ontario, have provided a new forum for presentation of research in law and related social sciences and most of the articles so far published have touched on some important aspect of human rights.

An article by Paul W. Bruton in the *McGill Law Journal* (No. 2, 1962), "The Canadian Bill of Rights: Some American Observations," is a useful discussion of the differences in scope and operation of a bill of rights in the form of a statute and one embodied in a constitution.

Political Rights

One of the recurring problems in securing political rights relates to adequate representation in legislative assemblies when there is rapid shifting of population from rural to urban areas. It has been necessary in a number of provinces in recent years to adjust the boundaries of electoral districts to give fair representation to urban population; in others, the matter is under consideration. Adjustments have traditionally been made on an *ad hoc* basis after consideration of reports of committees composed of members of the Legislature.

Manitoba departed from this method in its 1955 legislation, making provision for a regular review of electoral divisions at 10-year intervals and establishing a commission to report to the Legislature on the changes that ought to be made in accordance with principles set out in the legislation, which include a requirement to hold public hearings. These principles were incorporated in the Electoral Divisions Act of 1957 which divided the province into 57 electoral divisions and provided for a further review in 1967.

A Bill to Provide for an Electoral Boundaries Commission for the Readjustment of Representation in the House of Commons was introduced in April 1962. This Bill would have established a commission consisting of five members, including the Chief Electoral Officer of Canada, to be appointed at the time of each decennial census. The Bill set out rules that the commission was to apply in preparing its report; the commission was required to complete its report not later than one year after the returns of the decennial census were available.

The 25th Parliament prorogued before this Bill had been dealt with. The Speech from the Throne at the beginning of the 26th Parliament stated that the redistribution of electoral districts was overdue and Parliament would be asked to authorize the establishment of a commission to undertake the task. The Government has recently stated that it will proceed with this matter as soon as possible.

Another question relating to political rights which has arisen in the period has to do with the amendment to the Labour Relations Act in British Columbia which prohibits trade unions from using initiation fees and membership dues, whether paid by payroll deductions or directly to the union, for political purposes. In a case that went to the Supreme Court of Canada,† a union attacked the legislation on the grounds that it did not fall within the field of labour relations, but had to do with the political activity of trade unions; that it was legislation in relation to federal elections; that it sought to curtail fundamental rights of Canadian citizens essential to the proper functioning of parliamentary institutions; and that for these reasons it was *ultra vires* of the provincial Legislature. The Supreme Court held, with three judges dissenting, that the legislation was within the powers of the province.

In its decision that the Act was within provincial powers, the Court stressed the different position of a certified trade union

* University of Toronto Press.

† *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited and the Attorney-General of British Columbia,* (unreported).

from that of a purely voluntary association of individuals. As a result of certification, the union attains a legal status in that it becomes the bargaining agent for a group of employees, all of whom are brought into association with it, whether as members or as persons whom it can bind by a collective agreement even though not members. It is empowered to make binding agreements which can require union membership as a condition of employment and the consequent payment of union dues.

By conferring such power upon certified trade unions, the Court said, the Act had materially affected the civil rights of individual employees. In its view, the same legislature can protect an individual's civil rights by providing that he cannot be compelled to assist in the financial promotion of political causes with which he disagrees.

The question of political contributions from trade union funds arose because the constitution of the New Democratic Party, adopted at the Party's founding conference in 1961, provides for "affiliated membership" of trade unions and other organizations in the Party, as well as for individual membership. Membership is open to an organization which, by official act, undertakes to accept and abide by the constitution and the principles of the Party and is not associated or identified with any other political party. A trade union or a regional section of a trade union, or a local of a trade union, may apply for affiliated membership in respect of its members.

The constitution provides that for affiliated members there shall be a per capita fee of 5 cents per member per month. It further states that any member of an affiliated organization may, at any time, officially notify his organization that he does not wish a per capita payment to be made to the Party on his behalf, and the organization shall forthwith cease to make such payment.

It may be a significant fact that, although the constitution of the Party accepted the principle of the freedom of the individual trade union member not to contribute, no machinery was devised, as is the case in Great Britain, by which this principle could effectively be carried out at the local union level.

Social Security

The major advance in the social security field in the past five years has been the extension of hospital insurance throughout Canada. In 1958, the legislation authorizing federal contributions was in effect and agreements had been entered into with five provinces. All provinces and the Territories now have hospital insurance schemes operating with federal assistance, the last province, Quebec, having joined in 1961.

In Saskatchewan, a universal comprehensive medical care insurance program financed from premium collections and Government appropriations, authorized in 1961, went into force on July 1, 1962, making Saskatchewan the first province to initiate such a plan. In Alberta, a Government-subsidized prepaid Medical Insurance Plan went into force on October 1, under which comprehensive medical services are available to residents of the province through the doctor of their choice and through an insurance firm of their own selection under a government-established maximum allowable premium, with provision for financial contributions by the Government toward premium payments for those in defined income levels. Other provinces are now considering methods of providing for medical care on a comprehensive basis. A federal Royal Commission was appointed in 1961 "to inquire into and report upon the existing facilities and the future need for health services for the people of Canada and the resources to provide such services."

The problem of retirement income has received a good deal of attention in the period. The payments under the Old Age Security Act to all persons 70 years of age and over were increased in 1962 and since October 1, 1963 have been at the level of $75 a month. The question of regulation of private pension plans received intensive study in the province of Ontario in the last three years. Federal proposals for a nation-wide contributory retirement plan are under consideration.

During this period a new national program of rural development was introduced with the enactment of the Agricultural Rehabilitation and Development Act. The purpose of the legislation is to increase income and employment opportunities in the rural areas of Canada and to promote better land use and soil and water conservation. It authorizes the Minister of Agriculture to enter into agreements with the provincial governments whereby the federal Government will provide financial and other assistance or both for approved projects to carry out the purposes of the Act. Where projects for the alternative use of land or for rural development are undertaken, the program may include projects for the training, relocation and re-establishment of people from lands affected by the projects.

Anti-Discrimination Measures

Respect for human rights for all people without distinction of any kind is being interpreted in Canada as involving not only the absence of discrimination in the form of legislation or other Government action, but also positive measures to provide remedies for persons discriminated against by private action. By 1958, Parliament and the Legislatures of six provinces had passed fair employment practices Acts forbidding discrimination in employment on grounds of race, colour, religion or national origin, and equal pay Acts prohibiting discrimination in rates of pay based on sex. Since that time, two additional provinces have passed equal pay Acts.

The Fair Employment Practices Acts forbid discriminatory action by trade unions as well as by employers. No union may exclude anyone from membership, or expel, suspend or otherwise discriminate against any of its members because of race, colour, religion or national origin.

In 1958, fair accommodation practices Acts were in effect in Ontario and Saskatchewan. Since then, four other provinces have enacted similar legislation—New Brunswick and Nova Scotia in 1959, Manitoba in 1960 and British Columbia in 1961. The purpose of these Acts is to provide that the facilities, accommodation and services of places that are customarily open to the public—hotels, restaurants, barber shops, theatres, etc.—must not be denied to anyone because of his race, creed, colour, national ancestry or place of origin. In 1961, the Ontario Act was amended to prohibit discrimination in the rental of apartments in buildings having more than six units. In 1963 Nova Scotia prohibited discriminatory rental policies in buildings with more than four self-contained dwelling units.

Changes in the method of administration have also occurred during this period. There has been a commission charged with an educational program in Ontario since 1958, but important changes were made in 1962 when the anti-discrimination legislation in Ontario was consolidated into a Human Rights Code and the Ontario Human Rights Commission was given responsibility for its administration and enforcement. In October 1962, the Government of the province of Nova Scotia established an Interdepartmental Committee on Human Rights. In 1963, the Nova Scotia Legislature consolidated its fair employment practices, fair accommodation practices and equal pay legislation into one enactment, the Human Rights Act.

Although all the anti-discrimination legislation mentioned above provides some kind of sanction against a person who fails to comply with it, the major purpose of the legislation is remedial action and changes in the employment or rental policy to bring it into line with the Act.

The significance of anti-discrimination legislation is not only that it provides a remedy for those with sufficient strength and conviction to complain, but also that it focuses attention upon the principle of equal opportunity. The pamphlets and other material available from the agencies which administer such legislation are being increased and more widely distributed. Particularly there may be mentioned a new publication of the federal Department of Labour entitled, *Protection Under Law against Employment Discrimination* (see page 986), and a booklet recently issued by the Nova Scotia Department of Labour entitled *Human Equality*. In addition to its regular bulletin, *Human Relations,* the Ontario Human Rights Commission has published a number of pamphlets and booklets, including *Guide for Employers* in English, French and Italian, and a pamphlet, *Human Rights are in Your Hands,* in English and French.

The legislation also stimulates examination of discriminatory behaviour and its causes. Students at the University of Toronto School of Social work, with the support of the Ontario Human Rights Commission, the Toronto Labour Committee for Human Rights and the Personnel Association of Toronto, undertook a group research project in 1961 on discrimination in employment in Ontario. The report which the group made in May 1962 indicated that a great deal more is required to be done, both in the administration and enforcement of the Act and in education, research and dissemination of information. The Human Rights Commission is taking steps to insure a continuing research program.

During the period 1961-62 the Institute of Public Affairs of Dalhousie University undertook a detailed demographic survey of the Negroes in Halifax City. The purpose of the study was to establish an organized body of facts concerning the conditions of life of the Negro and the nature and intensity of his problems. The report, published in 1962, threw much light on his problems of employment, education and housing.

Economic Security

The ideal stated in the Universal Declaration that everyone shall have the right to work, to free choice of employment, to just and favourable conditions of

work, and to protection against unemployment continues to present a challenge in Canada, both from the standpoint of the right to work and of the right of protection against unemployment.

A combination of factors, including changes in the rate of the country's economic growth and accelerating technological change, has led to a considerable increase in the general level of unemployment over the past decade, particularly during the winter months. With the changes in the economic climate, the system of unemployment insurance put into effect in 1940 for the support of the unemployed has been found to be inadequate to cope with the heavy demands placed upon it. Along with high unemployment, a further problem presented itself in that the country suffered from a shortage of certain technical skills.

All governments in Canada have applied themselves to the study and solution of these urgent and serious problems.

In 1960, a Special Committee of the Senate was appointed to study manpower requirements and utilization in Canada and directed to give particular attention to the growth of the economy and other factors influencing employment opportunities, including technological changes, and the growth and characteristics of the labour force.

In recognition of the relationship between education and training and unemployment, the Ontario Legislature in 1962 set up a Select Committee on Manpower Training, which made a thorough study of the provinces's education and training system.

In 1963 the Government of Ontario sponsored a conference on automation and social change.

The Gill Committee of Inquiry was appointed in 1961 to inquire into the operation of the Unemployment Insurance Act. The report of this Committee indicated that, while there was an urgent need to re-examine the procedures presently in effect, no system of unemployment insurance can cope with heavy and prolonged unemployment in a manner that is at the same time financially practical and socially defensible. The report therefore emphasized the necessity of reaching positive solutions to the problem of unemployment. Included in its recommendations was a proposal for a basic re-organization of the role and operations of the National Employment Service. Legislation on unemployment insurance is now under consideration in the light of this report.

In addition to the positive steps taken by provincial governments to relieve the problem of seasonal unemployment and to promote the economic and industrial development of the province, the federal Government has embarked on a comprehensive program designed to step up the rate of Canadian economic growth, to stimulate employment and to reduce the scale of unemployment.

In the field of training and manpower development, greatly increased capital assistance has been given in recent years for the provision and extension of training facilities, and the Government of Canada is co-operating with the provinces in the development of an expanded technical and vocational training program. The Government is ready to share in a variety of training programs and in some cases is providing a larger share of provincial costs than heretofore.

In recognition of the need for better basic education, three provinces raised the statutory school-leaving age during the 1958-63 period. In 1959, Prince Edward Island raised the school-leaving age from 15 to 16 years. In 1961, Quebec raised the compulsory school attendance age to 15 years. At the same time it provided for free education up to and including Grade 11, the university entrance level. To encourage parents to keep children in school longer, the Quebec government also adopted legislation which provided for the payment of a schooling allowance, irrespective of need, to the mother of every student 16 to 18 years who attends school regularly. In 1963, Manitoba raised the compulsory school attendance age to 15, and made provision for it to be further raised to 16 in 1965.

The federal Government has also taken steps to help deal with disruptions in employment caused by technological and other industrial changes. Through a Manpower Consultative Service in the Department of Labour, provision is being made to assist management and labour to plan for and make appropriate manpower adjustments arising out of such changes.

Labour Relations

The right of employees to retain their status as employees during the course of a legal strike was upheld by the Supreme Court of Canada in the *Royal York Hotel** case. The recognition of legal strikes in the labour legislation of all provinces implies the recognition of retention by the employee

* *Canadian Pacific Railway Co. v. Zambri* (1962) 34 DLR 654.

of his status as an employee for the purpose of the Act, but the *Royal York Hotel* case was the first occasion on which the issue had been authoritatively dealt with by the highest court.

In this period, too, there have been important developments in the law concerning picketing, both through case law and by legislation. In 1959, in the Trade-unions Act, the Legislature of British Columbia attempted to define the limits of legal picketing and made a union liable in damages resulting from picketing other than as permitted by the Act. The Act permits persuasion in the case of a legal strike by members of the union on strike or persons authorized by it, at the employer's place of business. The effect is to make secondary picketing illegal and picketing in support of an illegal strike illegal. When the Act was applied in the *Koss v. Konn* case†, the British Columbia Appeal Court made a distinction between "information" and "persuasion" and held that informational picketing was not made illegal by the Act.

In an article dealing with individual rights in the context of labour relations that appeared in the August 1963 issue of the *Canadian Bar Journal* under the title "Collective Bargaining and Individual Rights," Professor Bora Laskin stated that "It is possible in today's climate of opinion to be a proponent of individual employee rights without being hostile to collective bargaining." He touches on a number of questions that trouble those who accept collective bargaining as a necessary institution for effectively securing some very important human rights but are still anxious about the rights of the individual. Among other matters, he examines the question of how far the employee is completely in the hands of his union and his employer with respect to the administration of the collective agreement, including its machinery for grievance adjustment and arbitration.

International Co-operation

Canadian participation in the efforts of international organizations to advance human rights has enabled representatives of Canada to work with other countries towards agreed objectives and has, at the same time, sharpened consideration of human rights issues within Canada.

Besides the twelve specialized agencies (including the ILO, WHO and UNESCO) of which Canada is a member, in the years since 1958 Canada has served or is serving a term in a number of the commissions concerned with particular aspects of human rights. Canada was a member of the Commission on the Status of Women for the first time for the period 1958-1960, is now a member of the Social Commission for a four-year term which began in 1961, and is serving as a member of the Executive Board of UNICEF for the period 1962-64.

Canada was elected to membership of the Commission on Human Rights for a three-year period beginning in 1963. At the 1963 session, the first in which Canada participated, the Commission discussed reports on freedom from arbitrary arrest and detention, freedom and non-discrimination in the matter of religious rights and practices, and freedom and non-discrimination in the matter of political rights. The Commission also prepared a draft declaration on elimination of racial discrimination.

During the 1958-63 period, Canada had to consider what action to take on one of the fundamental human rights instruments, the ILO Convention on the Abolition of Forced Labour, adopted by the International Labour Conference in 1957. Under the terms of this Convention, ratifying countries undertake to suppress and not to make use of any form of forced labour as: a means of political coercion or education, or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; a method of mobilizing or using labour for purposes of economic development; a means of labour discipline, a punishment for having participated in strikes; or as a means of racial, social, national or religious discrimination. On the basis that there is no legislation in effect in Canada that would be inconsistent with or in contravention of the provisions of the Convention, and that systems of forced labour are entirely repugnant to our social, economic and political institutions, Parliament approved the ratification, in 1959. Canada is now one of the 64 states that have ratified this Convention.

Another important ILO Convention in the human rights field is the Discrimination in Employment and Occupation Convention, adopted in 1958, which calls upon member states to declare and pursue a policy of non-discrimination in employment and occupation. The question of ratification of this Convention is now under consideration.

A noteworthy addition to the literature on the manner in which trade unions function in countries with different economic and social systems is the series of factual surveys relating to freedom of association which the International Labour Office has carried out, beginning in 1959. The purpose of the surveys is to give a full picture

† *Koss v. Konn et al* (1961), 36 WWR 100.

of the conditions affecting the theory and practice of freedom of association in countries that were prepared to invite the Office to carry out comprehensive and independent studies, and the task of the survey team is not to judge the situation in a given country or to say whether the conditions were good or bad, but to describe and explain them.

Six surveys have been completed and reports issued: on the trade union situation in the United States (1960); in the U.S.S.R. (1960); in the United Kingdom (1961); in Sweden (1961); in Malaya (1962); and in Burma (1962). These reports add substantially to the opportunities for studying essential questions about the relationship of governments and trade unions as they have been worked out in a number of nations.

Among international studies that are adding to an extremely useful world literature on protection of human rights are the *Study of Discrimination in Education* (1957) and the *Study of Discrimination in the Matter of Religious Rights and Practices* (1960) prepared with the authorization of the U.N. Commission on Human Rights.

U.N. Subcommission on Prevention of Discrimination

In 1946 the Commission on Human Rights established a Subcommission on the Prevention of Discrimination and the Protection of Minorities to make studies and recommendations. The Subcommission is composed of 14 persons selected by the Commission subject to the consent of their governments. Members serve in their capacity as individuals and not as representatives of their governments.

The Subcommission assisted in the preparation of the Universal Declaration of Human Rights, and drafted articles for insertion in the international Covenants on Human Rights.

In recent years the Subcommission has been systematically studying concrete aspects of discrimination in various walks of life. The subjects chosen for special study have been: discrimination in education, discrimination in employment and occupation, discrimination in the matter of religious rights and practices, discrimination in the matter of political rights, and discrimination in respect of the right of everyone to leave any country, including his own, and to return to his country.

In 1960 the Subcommission completed its consideration of a study of discrimination in the matter of religious rights and practices, which had been prepared by one of its members. It sent the study, together with a series of draft principles on freedom and non-discrimination in the matter of religious rights and practices, to the Commission on Human Rights. This was examined by the Commission in 1962 and again this year.

Ontario Human Rights Code

An illuminated scroll carrying excerpts from the Ontario Human Rights Code has been distributed throughout the province for display in public buildings, schools, churches, offices, hotels, summer resorts, community buildings and business establishments.

The Code, which went into force on June 15, 1962, is a consolidation of Ontario's four principal anti-discrimination laws—the Fair Employment Practices Act, the Female Employees' Fair Remuneration Act, the Fair Accommodation Practices Act and the Ontario Human Rights Commission Act.

The Human Rights Code did not introduce any new principles. Its aim, the poster says, is "to create a climate of understanding and mutual respect among our people, so that all will be afforded the unhampered opportunity to contribute their maximum to the development and enrichment of our province."

The 12-by-18 inch poster, distributed by the Ontario Government, is printed in four colours on shell finish stock. It gives the first four articles of the Code. These articles forbid: the display of any notice or sign that indicates discrimination; discrimination in regard to accommodation or employment; and discrimination in admission to, or continuation of membership in a trade union.

Protection under Law against Employment Discrimination

Last month the Department of Labour published a new booklet on Fair Employment Practices (see box).

The following has been excerpted from the new publication:

Canadian laws against discrimination are all fairly recent even though Canadian concern with discrimination is not. In this country, as in others, specific fair employment practices laws had to wait for the development of socially oriented labour legislation in general. The history of such legislation goes back to the latter part of the 19th century. The increasing recognition of the value and dignity of labour led to the enactment in industrial countries of some legislation designed to protect the interests of the wage earner. An industrial worker in Canada at the turn of the century was heir to certain rights won for him during the latter part of the 19th century.

With the development of Canada as an industrial country and the gradual recognition of the state's responsibility to protect its citizens from infringement of their fundamental rights, laws were enacted both federally and provincially—for instance the Conciliation Act of 1900, the Fair Wage Resolution of the same year, several provincial factories acts, coal mines regulations acts, workmen's compensation acts, and similar acts.

These laws and the many that followed in the next forty or fifty years were answers to obvious needs that had become more pressing as Canada became increasingly industrialized. The need for FEP laws was not so obvious at the turn of the century.

The earlier laws were intended to safeguard the rights of all. It was only as protection for these general rights became more widespread and accepted that the plight of special groups in the community was thrown into relief—those groups which were being excluded from the enjoyment of the rights and privileges to which they were entitled because of their race or colour or religion or national origin.

In the last twenty-five years the development of our social conscience has been steady. If anything, it has been accelerated by our participation in global warfare. We have seen and judged the injustice and intolerance that created wars and that they created. As a nation and as individuals we have learned more of the world and its people. Knowledge is the great enemy of prejudice . . . .

The Department's new booklet on fair employment practices, Protection Under Law Against Employment Discrimination, *brings together for the first time information on all federal and provincial fair employment laws in Canada and on other acts and regulations containing fair employment provisions.*

A Canadian can seek protection against discrimination in a variety of ways. The booklet sets forth these sources of protection, which vary depending on his employment, the province in which he lives and other circumstances.

The provisions of each federal and provincial fair employment practices law are examined. The booklet explores the way in which other laws and regulations can protect Canadians against discrimination when, for instance, they use employment services, apply for technical and vocational training, or seek rehabilitation services for the disabled. It also outlines the protection contained in federal Government supply contracts.

In addition, the booklet covers fair accommodation and other antidiscrimination laws. It contains sections on the efforts of governments, unions and other organizations to combat prejudice through education, and on the programs of international bodies working to reduce discrimination and to promote human rights.

A major development in Canada during the past two decades, and particularly in the past decade, has been the enactment of legislation designed to eliminate discriminatory practices in employment and other areas.

In 1944, Ontario enacted the Racial Discrimination Act, making it an offence to display or publish any notice, sign, symbol or other representation expressing racial or religious discrimination. In 1947, Saskatchewan passed a Bill of Rights Act which asserted certain civil rights that were to be enjoyed by all persons without discrimination because of race, creed, religion, colour or ethnic or national origin. These included the right to obtain and retain employment. No enforcement procedures other than provision for a court action were set out in these laws, and no administrative agency was established to secure compliance with their provisions.

Between 1950 and 1960 Parliament and six Provincial Legislatures passed Fair

Employment Practices Acts prohibiting discrimination in employment on grounds of race, colour, religion or national origin. During the same period, also, Parliament and eight provinces enacted legislation to prevent economic discrimination against women workers solely on grounds of sex. The Canadian Bill of Rights, a Federal Act of Parliament, was passed in 1960. In 1962, Ontario codified existing anti-discrimination legislation in the fields of employment, public accommodation and multiple dwellings into the Ontario Human Rights Code. In 1963, the province of Nova Scotia also codified its existing anti-discrimination legislation. In 1962, the Federal Civil Service Act was amended and includes an anti-discrimination clause forbidding discrimination on the basis of race, colour, religion or national origin . . . .

In general, in the administration of these Canadian laws, penalties have been invoked only as a last resort, after discussion and conciliation have failed to bring about a fair settlement. When our laws were passed it was felt, correctly as it turned out, that most Canadian employers did not want to discriminate, and that most of the cases of discrimination that took place were caused by misunderstanding, by a baseless fear of unfavourable reactions from customers or clients, or simply by an outmoded hiring policy that no one had got around to changing. For that reason, the effectiveness of our anti-discrimination laws cannot be measured by the comparatively few prosecutions that have taken place.

Who is Protected?

In varying degrees, all Canadians find some legal protection against discrimination in employment. The protection of the individual's rights and liberties contained in common law and the Criminal Code, for instance, applies equally to all without regard to race, colour, religion or national origin.

The Canadian Bill of Rights, within its jurisdiction, spells out the right of everyone to the basic freedoms, without any restriction based on individual differences.

However, in the specific area of fair employment practices there is no single law that protects everyone in this country against discrimination in employment at all times. In this area, as in others, our federal structure makes this impossible, since jurisdiction is often divided between the federal and provincial governments and all the authorities have not legislated to the same extent up to now. . . .

At the present time there are in force Fair Employment Practices Acts that cover those working in undertakings under the jurisdiction of the federal Government and of six of the provinces—Nova Scotia, New Brunswick, Ontario, Saskatchewan, Manitoba and British Columbia.

The federal law is the Canada Fair Employment Practices Act, passed in 1953. Like other federal laws in the labour field, it applies, generally speaking, to employers and unions in businesses and industries within the legislative jurisdiction of the Parliament of Canada. For instance, the jurisdiction of the Act extends to such undertakings as railways, airlines, banks, broadcasting and telegraphs, and other undertakings of an interprovincial or international nature. About 500,000 employees are covered by its provisions.

The Act does not apply to employees of the Federal Government itself, but the federal Civil Service Commission, which governs the employment of about 200,000 federal employees across the country, follows an official policy of non-discrimination in hiring and in promotion and there is an anti-discrimination clause in the Civil Service Act. Section 33 of this Act states that the Civil Service Commission "shall not discriminate against any person by reason of race, national origin, colour or religion."

The FEP Act states that no employer shall refuse to employ, or continue to employ, or otherwise discriminate against any person in regard to employment or any term or condition of employment, because of his race, national origin, colour or religion. Further, an employer is not to use any employment agency which practices discrimination against persons seeking employment.

Employers are not to make written or oral inquiries or to use application forms relating to employment which express directly or indirectly any limitation, specification or preference based on race, national origin, colour or religion, except where based on a *bona fide* occupational qualification. There are similar provisions against discriminatory advertising.

The Act also forbids discriminatory actions by trade unions. No trade union may exclude anyone from full membership, or expel, suspend or otherwise discriminate against any of its members, or discriminate against any one in regard to his employment because of race, colour, national origin or religion. . . .

Each of the six provincial Acts applies to employers and unions within the boundaries of the province who are not within federal jurisdiction. They are all basically similar to the federal law already described, and protect persons against the same kinds of discrimination in the same circumstances.

34th Annual Meeting of the Canadian Chamber of Commerce

Plenary sessions on "Aspects of Canadian Welfare Program" and on international trade are the only two reported on here

Some 800 delegates from all parts of Canada attended the 34th annual meeting of The Canadian Chamber of Commerce, held in Quebec City October 6 to 9.

The theme of the meeting was "Program for Economic Growth." A session devoted to Canadian welfare programs and one on international trade are the only ones reported on here. The meeting adopted a policy declaration for the year ahead; it will be presented to the federal Cabinet, at which time it will be reported in the *Labour Gazette*.

The panel session on "Aspects of the Canadian Welfare Program" was under the chairmanship of W. J. Adams, Chairman of the Canadian Chamber's Health and Welfare Committee. Speakers were Dr. R. M. Clark, Professor of Economics, University of British Columbia, and C. A. L. Murchison, Commissioner, Unemployment Insurance Commission.

The panel session on "International Trade" was presided over by Dr. H. F. Hoerig, Chairman of the Canadian Chamber's Foreign Trade Committee. Speakers were Sir Nutcombe Hume, KBE, MC, London, England, Chairman, Charterhouse Investment Trust Ltd.; R. W. Macdonald, Detroit, Mich., Vice-President, International Division, Burroughs Corporation; and Carl A. Pollock, Kitchener, Ont., President, Dominion Electrohome Industries Limited.

President's Address

"Only through economic growth, firmly based and strongly buttressed, can we find answers to the economic problems that face us," said Victor Oland, Chamber President, in his keynote address to the convention. He pointed out that the theme of this year's annual meeting was "Program for Economic Growth."

One "great and growing" problem has to do with taxation, Mr. Oland said. The Canadian tax system has grown as a result of constantly increasing revenue needs at all levels of government. "The trend of government expenditures in Canada has shown an almost amazing upward trend in the postwar years. Per capita taxes, as a per cent of national incomes, have nearly doubled in a little more than thirty years, and expenditures have more than doubled."

When the tax burden bears so heavily on business that opportunities for growth are destroyed, immediate action must be taken. "There is little, if any, recognition of the fact that a cut in tax rates can result in greater tax revenues. Forty-per-cent tax on $100,000 amounts to more than a 50-per-cent tax on $70,000.

"If the cut in tax rates reduces costs to the point where the product becomes competitive, domestically and abroad, then all the contributors to expanded sales will benefit—including government," the Chamber President said.

If government expenditures continue to rise at the pace of recent years, "a disproportionate share of the national product will be siphoned off into government channels, to the detriment of the private sector," he said.

The Chamber was particularly concerned that an ever-increasing share of government expenditure is being directed to the support of consumption at the expense of capital accumulation and investment. "If the Canadian economy is to maintain a satisfactory rate of growth, there must be more emphasis on increased savings, capital investment and productivity, and less on new welfare programs."

Mr. Oland reminded the delegates that a session of the meeting was being devoted to two matters in the field of social welfare: old age security and unemployment insurance.

General Manager's Report

To assure a winner, teamwork is necessary, and labour, business and government have an important role to play in working together toward the common goal of speeding our economic growth, said D. L. Morrell, General Manager of the Chamber, in his annual report.

"Step up our growth rate and the way is opened for jobs for all who wish to work, and for a better standard of living for everyone."

What is wanted, he said, is "a more co-ordinated effort by all members of Canada's economic team and a recognition of the common goal of increased economic growth."

In a review of the "national business scene," Mr. Morrell declared that, after an uncertain start in the first six months of the year, business throughout the nation is

now making new gains, and it appears that business will operate into 1964 with greater confidence.

Among the encouraging trends he listed these:

—The rise in new orders for machinery and equipment;

—The expansion in total capital spending;

—The heavy sales that, together with another bumper grain crop, will increase farm income to record levels;

—The revival in secondary manufacturing and the 20-per-cent rise in manufacturing export sales this year;

—The all-time record set by construction contract awards;

—The increase, possibly of more than 7 per cent, in corporate profits.

Although some forecasters anticipate a downturn in 1964, "present trends do not point in that direction," Mr. Morrell continued. "Forces now at work indicate a year of slowly rising business activity."

Canada is now in a stronger economic position than for some months, he said. "Our competitive position is improved since the dollars is no longer overvalued; we have had good gains in productivity and a relatively stable price level."

Then the Chamber's General Manager cautioned that the competitive advantage gained from the devaluation of the dollar was non-recurring, and that in the future, price and quality will be decisive in foreign markets. Additions to costs by such programs as the proposed wage-related federal pension scheme could check current successes in export markets.

. . . in a country which boasts one of the highest living standards in the world, there should be no citizen denied food, clothing, shelter and adequate medical care.

However, all too often in Canada the existence of these needs has been the excuse to introduce massive welfare plans which sweep all citizens within their scope, both those who need help and those who do not; which have tried to give something to every voter whether he needs it or not.

Under our parliamentary system, government bills involving handouts have always been passed by Parliament with little or only minor amendment. In the United States, on the contrary, no matter what was promised during an election, legislation is subjected to a thorough scrutiny, with public hearings and expert study. Administrative proposals can, and often are defeated when study in such detail proves them to be unsound.

Perhaps this accounts for the difference in welfare expenditures in Canada and the United States. The United States is, I submit, covering the areas of need at least as well as we are in Canada, and yet in Canada we spend 12 per cent of the total of personal incomes on welfare as compared with only 7 per cent in the U.S. and, incidentally, 8 per cent in Britain, the so-called welfare state.

—W. J. Adams, Chairman, Chamber of, Commerce Health and Welfare Committee

Aspects of the Canadian Welfare Program

C. A. L. Murchison

The Unemployment Insurance Fund could be restored to solvency by implementation of certain recommendations of the Committee of Inquiry into the Unemployment Insurance Act and Regulations—the Gill Committee. C. A. L. Murchison, Commissioner of the Unemployment Insurance Commission, explained to the Chamber of Commerce annual meeting how the deficit in the Fund might be overcome.

Implementation of six of the Gill Committee's main recommendations would, Mr. Murchison had calculated, overcome the estimated annual deficit that would result from adoption of other reductions having the effect of reducing revenue.

The six recommendations were those dealing with broadening of coverage of the Act, withdrawal of coverage for fishermen, reduction of the maximum duration period for payment of benefits, reduction in the amount of seasonal benefit payments by removal of persons with a regular unavoidable off-season, reduction in allowable earnings while drawing benefit, and withdrawal of benefits now paid to claimants taking approved courses of vocational training.

In the most recent five-year period, 1958-63, Mr. Murchison said, the total amount paid in benefits was $2,265,701,500, and the total revenue to the Fund from all sources was $1,531,194,183. "It will thus be seen that the outgo exceeded income by $734,507,317, an average annual shortfall of $146,901,463. The job to be done is to produce legislation that will have the effect, ultimately, of closing the gap between outgo and income and thus restore solvency to the Fund."

He then, step by step, constructed for the meeting "what might be called an estimated profit-and-loss statement."

He began on the loss side of the ledger. One of the Gill Committee's recommendations was that government contributions to the Fund be discontinued. Another was that seasonal benefits no longer be a charge on the Fund. If these two recommendations had been in effect during the five years he had used as a base for his sample the net annual deficit would have been approximately $96 million.

If benefit rates had been raised this deficit would have grown by another $58 million but if contribution rates had also been increased, as also recommended, this addition to the deficit would have been cut back to $6 million. The total deficit to this point would have been $102 million.

He now turned to the profit side of the ledger and to the six recommendations that would increase revenue. If coverage had been broadened to include federal and provincial civil servants, municipal employees, employees of hospitals and charitable institutions, teachers, and those whose annual earnings exceed $5,460, the net credit to the Fund during the five years would have been about $51 million annually.

The annual average loss from fishermen's benefits has been $9 million.

"On the basis of the experience gained over the last five years it is possible to estimate that the fixing of the maximum duration [of benefit] at 26 weeks would result in a saving to the Fund of approximately $17 million a year."

The application of seasonal regulations such as those described by the Gill Committee would produce an annual saving to the Fund of $38 million. "A plan based on insurance principles should be required only to provide indemnity for loss," Mr. Murchison said. "It cannot be held that a person has lost wages during an idle period when his past work pattern shows that he had no expectation of working during that period." He then distributed a chart to show the effect of the application of the suggested regulations.

The recommended reduction in allowable earnings to 25 per cent of the benefit rate would result in a saving to the Fund of an estimated $5 million a year; the recommended discontinuance of benefit payments to persons undergoing training, and their replacement by training allowances from other sources, would relieve the Fund of an estimated $5.7 million a year.

The total of these savings is $125.7 million, compared with the figure of $102 million on the other side of the ledger.

Mr. Murchison warned his hearers that the Gill Committee had made it clear that restoration of the Unemployment Insurance Fund to a state of solvency could be achieved only by acceptance and implementation of all its main proposals on unemployment insurance. The Committee's recommendations offered, he said, "a package deal" whereby sound insurance principles might be fully restored to the unemployment insurance plan.

Dr. R. M. Clark

Proposed federal and provincial pensions legislation should be held in abeyance until a non-political committee can re-examine the question, the meeting was told by Dr. R. M. Clark* in a paper entitled "Old Age Security."

In a democracy, he said, "pensions belong in politics but should be discussed looking beyond immediate partisan welfare to the lasting benefit of the nation."

At the moment, instead of complementary legislation, the Quebec, Ontario and federal Governments each has legislation with a different approach, he pointed out.

The question today, Dr. Clark said, is: if a larger share of income is to be given to pensions, should it be done through employer plans or government pensions? To judge the competing policies he had established certain criteria:

1. The spending power of the retired population should at all times be a high fraction of the average consumer spending power for the whole nation.

2. To the extent that retirement spending power would result from private savings, there must be individual equity.

3. Individuals with incomes above subsistence level have a responsibility to save for their old age.

4. There should be means-test type of state assistance for the needy.

5. The residual role of government is to bridge the gap between the general spending power of the population as a whole and the spending power that can be provided by private resources of the retired population.

6. Since the capacity to provide pensions through private means is limited by earning levels during working years, and it will be more difficult to save if earnings are low, for most people born in the same year the differences in spending levels available after retirement will tend to be wider than during working years. The state should not widen these differences by relating benefits

*Professor of Economics, University of British Columbia, and author of *Economic Security for the Aged in the United States and Canada*, a two-volume report prepared for the federal Government in 1960.

to prior earnings; instead it should provide flat benefits with supplements based on a means test.

7. In an economy where the price level has risen, the private resources spending power varies inversely with age: the oldest retired will tend to have the lowest spending power, all the more so if the state has been slow to recognize its responsibilities in this area.

8. Pensions legislation should be as simple as is consistent with fairness.

9. Pensions legislation should be uniform in essentials across the nation. Pensions should not be a barrier to free movement anywhere.

10. Administration costs should be kept at a minimum consistent with benefits. (He estimated the cost of present federal old age pension at one third of one per cent, that of the proposed Canada Pension Plan at two per cent of benefits.)

11. Distribution of the costs of pensions in a government program should be as equitable as possible between successive generations. Despite initial political advantage, future generations should not be asked to subsidize their predecessors.

12. State pension plans should be financed in such a way that the public is aware of the costs so that they can choose among plans and even opt for lower taxes.

Among other statements made by Dr. Clark were these:

—There is a real need for reforming the means-test programs that we have in Canada.

—There needs to be a reform of the financing of the present flat-rate pension because the public cannot see who is paying for what.

—The present system of financing the flat-rate pension has been a failure; a minority of employers, the corporations, are profiting.

—The federal Government should stay out of contributory pensions with graduated benefits.

—There should be contracting out at the federal level if a present pension plan is superior.

In introducing the Canada Pension Plan, Dr. Clark charged that the federal Government made an obvious attempt to "head off" the Ontario and Quebec plans.

In the question period after his address, Dr. Clark said there were two ways to link pensions with the changing value of the dollar, by relating them to some index and by revising them from time to time. He pointed out that the consumer price index had gone up 34 points but the old age pension had risen more than 50 per cent, from $40 to $75.

International Trade

At a plenary session on "International Trade," the subject was discussed by three speakers: from Canada, Britain and the United States.

The Briton, Sir Nutcombe Hume, KBE, MC, Chairman of the Charterhouse Investment Trust Limited, of London, said that the British exporter regards the Canadian market as more hostile to his products than almost any other in the world.

The American, R. W. Macdonald, Vice-President, International Division, Burroughs Corporation, criticized both his own and the Canadian Governments' attempts to discourage the export and import of capital.

The Canadian, Carl A. Pollock, President, Dominion Electrohome Industries, and Immediate Past President of the Canadian Manufacturers' Association, said that although the principle of free trade is "one to which we can all pay homage, its practical and unrestrained application at this time is hardly in the cards for Canada."

Sir Nutcombe Hume

At the outset of his address, Sir Nutcombe Hume emphasized that the health of world trade, the prosperity of peoples and markets "with whom we may not even do business," and the standard of living of the underdeveloped countries are vital factors in the future well-being of our economies. And the gap between the developed and the underdeveloped areas of the world is widening.

> The disparity between the standard of living of those few of us fortunate enough to live in the industrialized west and the majority of mankind is horrifying. Aid cannot solve the problem, though it can contribute to an initial pump priming.
>
> Stability of raw material and food prices through international agreement could eliminate the violent fluctuations which bedevil the economies of countries dependent on primary products, and an improvement in the terms of trade for the primary producer would obviously help. There is, however, no real chance of raising the standard of the hundreds of millions of people living in these underdeveloped countries substantially unless they industrialize rapidly and find export markets for their manufactured goods.
>
> For them free trade on a reciprocal basis provides no answer. If the highly developed western countries take this problem seriously, as they should, they must be prepared to accept the inconvenience and hardship involved in accepting freely the manufactures of these countries while permitting them to protect their nascent industries heavily for the time being .... I see no other way in which the western world

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can effectively help the underdeveloped countries to advance as rapidly as they should. On the closing of the gap between the "haves" and the "have nots," the future peace of the world, as well as its prosperity, may well depend.

Sir Nutcombe asked three questions:

1. Are we willing to make sacrifices in the interests of international trade as a means of improving the lot of humanity—as opposed to seeking merely our own immediate advantage from it?

2. Do we realize sufficiently the urgency and vital importance of such sacrifices in our own long-term interest?

3. Can the West afford indefinitely artificial restrictions of its trade with the Eastern bloc on ideological grounds? And how far is that desirable even on those grounds?

With the statements he had made thus far as background, he turned to a "more limited" problem: the trading pattern between the United Kingdom and Canada. It was here that he declared that the British exporter finds the Canadian market more hostile to his products than almost any other in the world.

"The advantages enjoyed by the American exporter from proximity and from similarity of consumer choice are understood and accepted, but if Canada is genuine in its wish to trade with the United Kingdom it is not unreasonable to expect that other obstacles should be minimized," he said.

R. W. Macdonald

Mr. Macdonald spoke on U.S. trade policy and objectives, U.S. capital investment in all areas of the world and U.S. foreign economic and military aid programs. These programs recognized the importance of self-reliance of the individual economies and, working together, the U.S. helped to promote increases in the internal standards of living, increases that were followed by substantial increases in foreign trade. He believed that the problem of trade was tied in with the problem of stimulation of economic activity of friends and allies and also of some who may not at the moment be considered as friends.

He emphasized that increases in economic activity, income and trade depend largely on increases in capital investment, from both internal and external sources. It was here that he criticized recent attempts by both the Canadian and American Governments to restrict the import and export of capital.

Carl A. Pollock

"Canada's desire to co-operate in furthering the objective of freer trade among the nations of the world must necessarily be reconciled with national policies designed to stimulate and develop rather than inhibit our all-important manufacturing industries," said Carl A. Pollock.

"The principle of free trade is one to which we can all pay homage, but its practical and unrestrained application at this time is hardly in the cards for Canada. I think it is essential that this be plainly recognized and honestly admitted."

The immediate objective of every major trading nation is to pay its way, i.e., "winding up each year in the black." But Canada has for the past decade been one of the least successful nations in this regard: the last year in which the value of her exports exceeded that of her imports was 1952.

The crux of Canada's balance-of-payments problem is the adverse balance run up each year with the United States, Mr. Pollock said. And a large part of the "enormous" deficit with the United States "results from the fact that Canadians are still buying in the States many items that could and should be made in Canada".

Because much of the purchasing in the United States is done by Canadian subsidiaries of U.S. companies, their co-operation in switching to or developing Canadian sources of supply wherever possible "is fundamental to any radical improvement in Canada's balance-of-payments position." An increasing number of companies are doing this and if more can be induced to do so, the resulting reduction in our adverse merchandise trade balance with the U.S. would open up many new job opportunities in Canada.

Mr. Pollock then said that a Canadian trade policy must rest on three fundamentals:

1. Expansion of manufacturing industry as the key factor in national growth and employment of a rapidly expanding labour force and in the continued growth of our population, not least through the retention in Canada of Canadians with the skills and abilities the country needs;

2. Reversal of annual deficits on the balance of payments current account; and

3. Continued co-operation with all other free nations in the promotion of trade, economic growth and fiscal stability.

95th Trades Union Congress

In one resolution urges General Council not to support any incomes restraint policy that did not control profits, and in another, declares complete opposition to any wages restraint

Close to 1,000 delegates, representing more than eight million members in 176 unions, met for the 95th Trades Union Congress in Brighton, England, from September 2 to 6.

On wage restraint and national economic planning, subjects of the major debate during the week-long conference, the delegates adopted three resolutions:

1. An amended policy statement on economic development, drafted by the General Council, that emphasized the necessity of an expansion of real purchasing power (before being amended, the statement had accepted the view of the National Economic Development Council that it was necessary to ensure that "money incomes as a whole—wages, salaries and profits—rise less rapidly than in the past");

2. A composite motion that urged the General Council not to support any incomes restraint policy that did not include control of profits and capital gains;

3. A brief resolution that "This Congress declares its complete opposition to any form of wage restraint."

The Congress also:

—Passed a resolution calling for the nationalization of industries such as steel, highway transport, aircraft, shipbuilding and electrical engineering.

—Endorsed the 40-hour week in place of the current work week of 42 to 44 hours.

—Expressed concern over evasions of the Factory Act, in that two of five accidents reportable under the Act were not being reported.

—Resolved to ask the Government to provide an immediate increase in pensions and benefits for sick, injured, widowed and retired persons.

—Was told by William Mahoney, Canadian Director of the United Steelworkers of America, fraternal delegate from the Canadian Labour Congress, that the trade union movement must find new ways of dealing with international corporations.

Fred Hayday, TUC Chairman, presided over the Congress. At the close of the convention, the General Council elected G. H. Lowthian as Chairman for the next year (see box). Mr. Lowthian is Chairman of the TUC regional Advisory Committee for the South of England.

Economic Planning and Wage Restraint

Much discussion at the convention centred on economic planning and wage restraint. After four hours of debate, the Congress overwhelmingly approved the General Council's report on economic development and planning, a report that supported participation in talks with the National Economic Development Council on wages, salaries and profits; adopted by a substantial majority a resolution rejecting any national incomes policy that did not include control of profits and capital gains; and, ignoring the recommendation of the General Council, carried by a slight majority a motion declaring complete opposition to any form of wages restraint.

The General Council's policy statement had to be amended before it could gain acceptance. Before amendment, it declared the Council's acceptance of the view of the N.E.D.C. that incomes must rise less rapidly than in the past. In the amendment, the words "the General Council accept the view of N.E.D.C." were deleted and the words about a less rapid rise in incomes were given as a statement of N.E.D.C.

The original statement read:

. . . The National Economic Development Council report on "Conditions Favourable to Faster Growth," while emphasizing the need to run the economy at a high level of demand and the social and economic advantages of full employment, drew attention to the ways in which a high level of employment coupled with a slow increase in productivity have affected wage costs and raised export prices faster than those of Britain's main competitors.

The General Council accept the view expressed in that report that it is necessary to ensure that money incomes as a whole (wages, salaries and profits) rise less rapidly than in the past . . . They also endorse the conclusion reached in the report that such a policy can succeed only if those concerned are convinced that it is a necessary part of a wider program for growth of real income, and that restraint by one section of the community will not result merely in a gain by other sections . . .

The amended report read:

The achievement of more rapid economic expansion would require more exports. This was why the N.E.D.C. pointed to the desirability of creating a situation in which money incomes (profits as well as wages and salaries) did not rise more rapidly than output. As the N.E.D.C. emphasized, the purpose of this would be to achieve a program of faster growth, and to secure a much faster rise in real incomes per head than in the past: even its present target of 4 per cent

New Chairman

The General Council elected G. H. Lowthian, MBE, CBE, as Chairman for the coming year. He is also Chairman of the TUC Regional Advisory Committee for the South of England.

Mr. Lowthian began his labour career as a bricklayer apprentice. He joined the Amalgamated Union of Building Trade Workers in 1928 and became the Union's General Secretary in 1951. He was elected to the TUC General Council in 1952.

He was recently Chairman of the TUC group on the Minister of Labour's National Joint Advisory Council, which concerns itself with employment and industrial relations. He has been much interested in social welfare, especially in health and social insurance. He is a Director of Remploy, a non-profit company set up to permit disabled persons to obtain and retain suitable employment, and was Chairman of the Industrial Training Council in 1960-61, having served on this body since its founding. In January 1963, the new TUC Chairman was appointed a part-time member of the British Transport Docks Board.

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per annum (and the aim must be to raise this target) would enable real incomes to be doubled in a little over 20 years.

. . . One of the necessary factors in economic growth must, indeed, be an expansion of real purchasing power. To restrain real increases in wages and salaries could defeat such a program.

Equally, to allow prices and profits to rise unchecked would undermine the foundations of a policy of planned growth . . .

Strong opposition to the original statement came from the leaders of some of the strongest and largest unions, including Frank Cousins, General Secretary of the Transport and General Workers' Union of 1,330,000 members; E. J. "Ted" Hill, General Secretary of the United Society of Boilermakers; and Sir William Carron, President of the 1,000,000-member Amalgamated Engineering Union.

In appealing for acceptance of the General Council report, George Woodcock, TUC General Secretary, seemed to be directing his speech to union members rather than to their leaders. He told the Congress: "We want to expand production. We want to avoid inflation, increase economic growth, and to create a situation in which expanding trade opens up opportunities for unions to increase wages, leisure, and benefits for their members."

After Mr. Woodcock had spoken, J. K. Dutton, General Secretary of the Association of Scientific Workers, introduced the composite motion. The resolution expressed concern over the N.E.D.C. advocacy of policies to ensure that wages, salaries and profits rise substantially less than in the past because experience had shown that such policies did not limit profits or capital gains, only wages and salaries. The motion also urged the General Council to refuse to give support to any government incomes policy that did not include control of profits and capital gains.

Then, so that all three resolutions could be debated together, the resolution opposing any form of wage restraint was introduced by E. J. Hill, General Secretary of the United Society of Boilermakers.

In the debate, some union spokesmen said they saw no contradictions in the three motions, and would vote for all three. Others said their union would vote for the General Council's report and the composite motion but not for the Boilermakers' resolution. And others said they would vote for the Boilermakers' motion and the composite resolution but against the Council's report, because it was not compatible with the motions.

Frank Cousins told the delegates the TGWU would support the General Council's report, the resolution by the Boilermakers, and the composite motion by the Scientific Workers. He emphasized: "However much we disguise it, we as trade unionists will not be a party to wage restraint." Mr. Cousins modified his stand by adding that, should a Labour Government come to power, he would agree to wage restraints if requested by such a government to do so.

Card votes* were called on all three motions. The General Council's report was approved 7,474,000 to 629,000, a majority of 6,845,000. The composite motion was approved by 5,994,000 to 2,015,000, a majority of 3,979,000. The Boilermakers' resolution was carried, 4,283,000 to 3,903,000, a majority of 380,000.

The Congress, in a motion following the wage-restraint debate, opposed any attempt by a government to override union negotiation machinery by referring agreements to the National Incomes Commission, and declared that unions would refuse to accept decisions by the Commission on matters arbitrarily referred to it.

Chairman's Address

"If our faith in planning is sustained, and if it is reinforced by evidence that other sections of the community are ready to comply with the requirements of planning, we will prepare ourselves for adjustments in our policies and our practices to suit the changing situation," declared Fred Hayday, Chairman of the TUC General Council, in his address opening the conference. Nobody in Britain today denied the need for economic planning, he said.

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* Trades Union Congress delegates vote for the entire membership of their unions.

Referring to the Government's proposals for the planning of economic growth as devised by the National Economic Development Council, Mr. Hayday pointed out that planning did not end with the production of a blueprint that would be intended to last a lifetime; it called for continuous shaping and reshaping of plans.

This posed special problems for the unions, however, unless they were continuously supplied with reliable information on which to base their programs, he stated. Also, in a democratic movement, it was not enough to draft a plan, "it must become known and understood and acceptable to all who will have a hand in carrying it through to success."

For unions to play this part, it might be necessary for them to engage and train more specialists for research, education, and publicity than they have been accustomed to in the past. This could result in heavy drains on the financial resources of some unions, Mr. Hayday pointed out. He then proceeded to offer a suggestion on how this problem might be solved: amalgamation of unions, with the attendant pooling of resources.

Amalgamation, however, should not be imposed, it should be voluntary and subject to democratic acceptance. Comparing union amalgamations with those in industry, he asserted: "There are no take-over bids in trade unionism. What is more, it is an oversimplification of the problem to believe that a series of straightforward mergers is its only solution." He said he was impressed by the willingness of union leaders to examine the possibilities in structural changes in their unions.

Dealing with collective bargaining, he urged that it not be confined to the pay envelope, but that bargaining and joint consultation be made to embrace a wide range of issues of mutual concern, such as safety and health, procedures for promotion and dismissals, and the training of new recruits of any age.

The TUC leader pointed out that unions were too often still at a disadvantage in various areas of economic activity, quoting industrial research as an example. If they could participate in industry's research efforts to the proper extent, they would be able to assess the value of new materials and techniques, and play their role in the promotion of progress.

Nationalization

The conference adopted, with only little debate, two resolutions on nationalization and referred three others to the General Council.

Small TUC Membership Gain

TUC membership rose by 2,457 to 8,315,332, compared with an increase of 13,000 the previous year. Had the Association of Broadcasting Staffs not affiliated with the Congress, there would have been a net decrease this year of about 6,500 members.

Women members increased by 28,957, despite a reduction of 10,748 in the cotton industry. Male membership dropped by 26,500.

The largest increase has been among non-manual workers, with a rise of 24,002, for a new total of 310,681, giving it 10th place for size among the 18 TUC membership groups.

The delegates unanimously passed a resolution calling for public ownership of industries such as road transport, aircraft, steel, shipbuilding, and electrical engineering.

The TUC reiterated its belief in the "popular control of key industries as a means for creating a more democratic society" The resolution asked that there be an element of public ownership and control of privately owned industries that required state aid.

Motions calling for the nationalization of industrial life insurance, the construction industry and the pharmaceutical industry were referred to the General Council.

Other Resolutions

Endorsing a 40-hour work week in place of the current week of 42 to 44 hours, the Congress believed the shorter work week was essential because of technological developments. A composite motion was adopted that recommended approaches to the Government and employers' organizations, and underlined Congress determination to press for the 40-hour week.

Debating social insurance and industrial welfare, delegates were disturbed over disclosures made in the House of Commons that the Factories Act was being evaded—two out of five accidents reportable under the Act were not being reported.

The Congress resolved to request that the Government provide an immediate increase in pensions and benefits for sick, injured, and retired persons. It also reaffirmed its objective of securing a national occupational health service, and passed a composite motion urging the General Council to press for such a service and for it to conduct an inquiry into the effects on health of various new materials and compounds used in various industries.

William Mahoney

The trade union movement in the industrialized areas of the world must find new ways of dealing with large international corporations, William Mahoney, Canadian Director of the United Steelworkers of America, who was fraternal delegate to the TUC from the Canadian Labour Congress, told the delegates. Unions must co-operate internationally to bargain effectively with such firms, he pointed out. This was an important reason why Canadian workers joined international unions.

Tracing union history, he explained the connection between Canadian and United States unions, and then outlined the progress and set forth the status today of organized labour in Canada, and the peculiar problems that have always confronted it.

The trend of unions in Canada, he said, was not to have a great variety of services provided by a central labour congress—although the Canadian Labour Congress did provide certain centralized services, even if these were not elaborate—but the development of a pattern of fewer but larger units, "each of which has a well-developed Canadian headquarters' staff specializing in the problems of one industry or group of associated industries."

The United Steelworkers policy was an example of this trend; Canadian members of this international union were given service from Canadian headquarters in Toronto, and United States members received service from the Pittsburgh headquarters.

British Contracts of Employment Act

British workers given statutory right to notice on termination of employment. Similar provisions in Canadian laws compared

Legislation designed to give employees greater job security was recently passed by the British Parliament. When the Act is declared in force, workers to be discharged will have to be given notice, graduated according to length of service, with a minimum of one week.

Previously, most manual workers in Britain received a notice of only one week, regardless of their length of service, and in industries such as construction and shipbuilding they could be dismissed without any notice.

Legislation with similar provisions exists in only three provinces in Canada—Manitoba, Saskatchewan and Quebec. The compulsory notice period is one week in Saskatchewan; in the other two provinces it varies with the pay period. The remaining provinces follow the common-law principle that reasonable notice must be given by either side.

This year's International Labour Conference adopted a Recommendation concerning termination of employment, which sets out terms of dismissal; among other standards, it provides for a reasonable period of notice or compensation in lieu of notice and, where practicable, for time off during the period of notice to find other employment.

To deal with another aspect of termination of employment—where it is caused by technological change—a new Manpower Consultative Service is being set up in the Department of Labour to assist employers and unions who are facing this problem.

Contracts of Employment Act, 1963

The Contracts of Employment Act, 1963, was given Royal Assent on July 31 but at the time of writing had yet to be declared in force.

The Act has a twofold purpose: it establishes a minimum period of notice to terminate employment and requires employers to give their employees a written statement detailing the main terms of the employment contract.

The Act will apply generally, to employment in both industry and commerce. It covers any employee who normally works for his employer for 21 hours or more in a week. The Minister of Labour may, however, by order reduce below 21 the weekly hours of employment necessary to qualify for rights under the Act.

Minimum Period of Notice—Under the Act, an employee is entitled to receive and is required to give notice after 26 weeks or more of continuous employment with one employer. The period of notice that must be given by an employer varies with the employee's length of service. An employee is entitled to at least one week's notice if his period of continuous employment is less than two years. After two years continuous employment, the employee

has a right to at least two weeks notice, and after five years, to at least four weeks notice. Rules for determining the length of an employee's period of employment, and for seeing whether it has been continuous, are set out in Schedule 1 of the Act.

All workers who leave their jobs after being continuously employed for 26 weeks or more must give at least one week's notice. This period does not increase with length of service.

The law would not preclude either party from waiving the right to notice or from accepting a payment in lieu of notice. The Act also permits employment contracts to be terminated, by either party, without notice when the conduct of the other warrants it.

Computing the Period of Employment— Schedule 1 of the Act provides that an employee's period of employment is to be calculated in weeks, and periods preceding the date on which the Schedule comes into force are to be counted.

A week in which the employee works for 21 hours or more or is under a contract that normally involves employment for 21 hours or more weekly counts toward his period of employment. A week in which an employee is away sick or is absent because of a lay-off or circumstances such that he is regarded as continuing in employment will still count, even though he works for fewer than 21 hours or is not under a contract that normally involves employment for 21 hours or more weekly; but a period of sickness will break the continuity of employment if it exceeds 26 weeks.

Absence due to a strike or lockout before the Act comes into force will not affect the continuity of employment; but after the Act comes into force, continuity will be broken if the employee takes part in a strike that is in breach of his contract of employment. Continuity is not broken when an employee's absence from work is due to a lockout by the employer.

In certain cases (e.g., where a business is transferred to another person, or an employer dies and his business is continued by his personal representatives or trustees, or where there has been a change of partners) a change of employer is not to affect the employee's continuity of service.

Minimum Pay during Period of Notice— Provisions affecting an employee's right to pay during the period of notice are set out in Schedule 2 of the Act. These set out the entitlement of employees who during the term of notice do not work their normal working hours because of shortage of work, illness, or holidays and of employees, such as commercial travellers, who do not have normal working hours. The principle underlying these provisions is that the employee should be paid not less than he would have received had he worked his full normal hours.

The employer's liability does not apply where the employee has a right under his contract of employment to notice that is at least a week longer than the minimum required by the Act.

An employee who has normal working hours and who works at least those hours during the period of notice must be paid his regular pay. The rights of such employees, who constitute the great majority of workers, are safeguarded by their contracts of employment, and no reference is made to them in the Schedule.

With regard to absence due to shortage of work, illness or holidays, the Act distinguishes between cases where the employee's pay does not vary with the amount of work done, i.e., where the employee is paid on a time basis, and cases where remuneration varies in amount with the work done, e.g., where the employee is on a piece-rate system or is paid by commission.

When wages do not vary with the amount of work done, and the employee takes his holidays or is away sick during the period of notice, or no work is provided for him by his employer, he is entitled to a sum equal to the amount payable had he been actively employed for full normal working hours.

When wages vary with the amount of work done, the employee in similar cases must be paid his average hourly rate of pay in the period of four weeks ending with the last complete week before notice was given. Sick pay, holiday pay or any other payments made by the employer to the employee must be taken into account in the calculation of the employer's liability. The employer's liability does not arise unless and until the employee leaves the employer's service.

Employees who do not have normal working hours are entitled to be paid for each week of the period of notice at their average weekly rate during the 12-week period ending with the last complete week before notice was given. Weeks in which the employee worked fewer than 21 hours are not considered. The average must be based on at least eight weeks and, where necessary, weeks before the start of the 12-week period may be taken into account.

The obligation to make such a payment depends upon whether the employee was ready and willing to do work of a reasonable nature and amount. The employee,

however, is entitled to payment for periods missed due to sickness or injury and for absence while on authorized holidays.

The employer would not be liable for any period during which the employee was on requested leave, nor would he be liable if, after giving notice to terminate the contract, the employee took part in a strike.

Written Particulars of Employment Terms—In order that workers may have a clear understanding of the terms on which they are employed, an employer is required to give each employee who normally works for him at least 21 hours weekly a written statement of the main terms of his employment, unless the terms are already set out in a written contract. The statement is to be given not later than 13 weeks after the employment begins.

The statement must contain the names of the parties, the date employment began, the rate of pay and the intervals at which it is paid, conditions relating to hours of work, holidays and holiday pay, sickness and sick pay, pensions and the length of notice to be given by either party. The Minister of Labour may add to the list of terms about which written particulars must be given. If there are no particulars to be entered concerning any of these matters, the statement must say so.

When the employment contract is for a fixed term, the expiration date must be stated. If there is any change in the relevant terms of employment, the employer must inform the employee within a month after the change. A statement may refer the employee for some or all of the terms of his employment to another document (such as a collective agreement or a notice) provided that it is reasonably accessible to the employee. If the employer undertakes to keep the document up to date by recording future changes as they are made, the employee need not be notified so long as each change is recorded within one month.

If an employee resumes work with the same employer after an interval of six months or less on the same terms as before, a new statement need not be given.

Persons already in employment on the date this section of the Act is brought into force must be given a statement containing the required particulars within 13 weeks after that date. A written statement need not be given to any employee whose employment terminates before the end of the 13-week time limit set by the Act.

The penalty for failure to comply with the requirements regarding written statements or for the making of a false statement is a fine, not exceeding £20, or, for repeated failure to comply, a fine not exceeding £100. Provisions as to offences impose liability on both company officials and the company.

Exclusions—The provisions of the Act do not cover registered dockworkers and certain classes of fishermen and seamen. The Minister of Labour is empowered, by order, to alter or revoke these exclusions and to exclude other categories of employments from the Act.

Effect of Act—In discussing the Contracts of Employment Bill in the House of Commons, the Minister of Labour stated that at present the majority of manual workers in Great Britain had a right to only a week's notice, no matter how long their service, and in some industries, such as construction and shipbuilding, workers could virtually be dismissed without notice. He said that the Government for the first time was intervening in the contracts between employers and workers, and that millions of workers would benefit from the right to notice conferred by the Bill.

With regard to the contention that many employees in certain industries with a high labour turnover would not benefit from the right to notice, because they would not have the necessary 26 weeks service, the Government emphasized that in laying down a statutory minimum, regard must be had to the whole field of employment, and that one outcome of the Bill might be that, by the laying down of a statutory limit, better arrangements by way of collective agreements would be encouraged.

Canadian Provisions Concerning Notice

Until now, legislation with similar provisions has not been widely adopted in Canada. Three provinces, however, have enacted some provisions dealing with notice.

In its Employment Standards Act, Manitoba prohibits the termination of employment without notice that is at least as long as the period in respect of which one regular instalment of wages is paid. The requirement is applicable to both employers and employees.

Shorter notice is permitted when there is an established practice of which there is general knowledge on the part of the employees. To establish such a practice, each employee must receive written notice of the terms of the practice from the employer, who must also post a notice in a conspicuous place setting out the terms of the practice. One month after the above requirements are met, the practice becomes established. Each new employee must be informed of the practice by written notice at the start of employment.

If wages are paid less often than once a month, reasonable notice must be given. Notice of termination is not required if an employee is hired for a fixed period.

Under a procedure laid down in the Act, complaints alleging termination of employment without proper notice may be referred to the Minister of Labour for settlement.

Under the provisions of the Saskatchewan Minimum Wage Act, an employee who has been employed continuously for a period of three months or more may not be discharged or laid off, except for just cause, unless he has been given at least one week's written notice. A week's wages may be paid in lieu of notice.

For the period of notice, the employee must be paid the amount he actually earned during the week or be paid a week's normal wages exclusive of overtime, whichever is greater. Where the weekly wage of an employee varies, his normal weekly wage is to be calculated by averaging his earnings in the four weeks prior to the notice, discharge or layoff date, exclusive of any payment for overtime.

The provisions of the Act do not affect provisions in a contract of service calling for more than one week's notice or more favourable compensation during the notice period.

In Quebec, Section 1668 of the Civil Code requires domestic servants, journeymen or labourers hired for an indefinite period by the week, month or year, to give or be given notice to terminate their employment. Employment by the week calls for at least a week's notice, by the month at least two weeks notice, and by the year at least one month's notice. The employer may discharge his duty to give notice by making a payment to the employee equal to the wages he would have earned during the notice period.

Under the Quebec Collective Agreement Act, several decrees require notice to be given on termination of employment.

The remaining provinces follow the common-law principle of reasonable notice by either party. The term "reasonable" is usually determined by the normal pay period.

ILO Recommendation

In the international field, the Forty-Seventh Session of the International Labour Conference (1963) adopted a Recommendation concerning termination of employment at the initiative of the employer (L.G., Aug., p. 689).

On the matter of notice, the Recommendation proposes that not only should a worker whose employment is to be terminated be given a reasonable period of notice or compensation in lieu of notice, but that he should, as far as practicable, be granted a reasonable amount of time off, without loss of pay, during the period of notice, to find other employment. On termination, he should be entitled to receive on request a certificate from the employer setting forth the dates of engagement and termination, and the type or types of work on which he was engaged.

A further provision states that, in case of dismissal for serious misconduct, a period of notice need not be required, but in such circumstances dismissal should take place only where the employer cannot in good faith be expected to take any other course, and only after the employee has had a chance to state his case. The employer would also be expected to act within a reasonable time after becoming aware of the worker's misconduct. A worker's right to appeal against dismissal would be deemed to be waived if an appeal was not instituted within a reasonable time after notification.

The Recommendation also deals with the problem of the reduction of the work force and suggests certain means of averting, or minimizing, the effects of the reduction.

Manpower Consultative Service

As part of a government program to deal with unemployment, training and employment security, the Department of Labour of Canada has recently set up a Manpower Consultative Service to assist employers and unions who are faced with serious problems of worker displacement and unemployment as a result of technological change. This program is based on a recognition that the primary responsibility for dealing with technological change and its impact at the plant or office level rests with management and labour, but that the Government, through advice, assistance and the provision of an appropriate financial incentive, can play an effective part in the encouragement of research and in coordinating the work of government placement and training agencies.

The program requires joint consultation and research by management and unions before any manpower displacement occurs. The Minister of Labour, through the Manpower Consultative Service, upon receiving advance notice of industrial changes that will have adverse effects on employment, is authorized to provide a research incentive, i.e., to pay one half of the costs incurred in studying the manpower effects of the changes and in the development of appropriate manpower adjustment programs.

(*Continued on page 1020*)

Employment and Unemployment, October

Employment was maintained from September to October this year; in previous years it has almost always declined during this period. An estimated 6,576,000 persons were employed in October, compared with 6,565,000 in September.

Unemployment increased seasonally by 15,000 during the month to an estimated 265,000. Unemployment in October represented 3.9 per cent of the labour force compared with 4.3 per cent a year earlier and 4.9 per cent two years ago. In September the rate was 3.7 per cent.

Seasonally adjusted, the October unemployment rate was 5.3 per cent, unchanged from the previous month.

From a year earlier, employment was up 250,000 or 4.0 per cent, and unemployment down 18,000.

The estimated labour force in October was 6,841,000, an increase of 232,000, or 3.5 per cent, from a year earlier.

Employment

Between September and October, non-farm employment showed an above average increase for the period, offsetting the usual large seasonal drop in farm employment. In non-farm industries, employment rose by 57,000, which compares with an average September-October increase of 25,000 during the past five years.

During recent months job opportunities for women have increased substantially, largely as a result of expansion in the service industries. In October the number of employed women was higher by 136,000, or 7.8 per cent, than a year earlier; employed men increased by 114,000, or 2.5 per cent.

Employment increases in service and manufacturing accounted for most of the year-to-year gain in total employment. Increases occurred also in construction and trade. In the primary industries, employment levels showed no appreciable change over the year.

Employment was considerably higher than a year ago in all regions, except in the Atlantic region, where there was little change. Quebec showed the largest increase, 5.8 per cent.

Unemployment

Unemployment rose from 250,000 to 265,000 between September and October, a normal increase for this time of year. The increase was mainly among men 25 to 44 years of age.

Of the 265,000 unemployed, some 192,000 had been unemployed for three months or less. An estimated 30,000 had been seeking work from four to six months, and 43,000 for seven months or more.

Unemployment rates were somewhat lower than last year in all five regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962
Metropolitan	.....	.....	5	6	7	6	.....	.....
Major Industrial	2	1	13	18	11	7	.....	.....
Major Agricultural	.....	.....	2	2	12	12	.....	.....
Minor	1	1	16	21	39	36	2	.....
Total	3	2	36	47	69	61	2	.....

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary HAMILTON ← Quebec-Levis St. John's Vancouver-New Westminster-Mission City	Edmonton Halifax Montreal Ottawa-Hull Toronto Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	LAC ST. JEAN ← Oshawa	CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← Joliette Moncton NIAGARA PENINSULA ← Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivieres VICTORIA ←	Brantford Fort William-Port Arthur Guelph Kingston Kitchener London →NEW GLASGOW Peterborough Sarnia Sudbury Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		RIVIERE DU LOUP ← Thetford-Lac Megantic and Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw NORTH BATTLEFORD ← Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	PRINCE GEORGE-QUESNEL ←	BATHURST ← Campbellton CHILLIWACK ← Dawson Creek DRUMMONDVILLE ← Gaspe Lindsay OKANAGAN VALLEY ← PRINCE RUPERT ← RIMOUSKI ← Ste. Agathe-St. Jerome ST. JEAN ← St. Stephen SOREL ← Valleyfield VICTORIAVILLE ←	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Cranbrook Dauphin Drumheller Edmundston →FREDERICTON Galt Goderich Grand Falls Kamloops Kentville Kitimat Lachute-Ste. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Owen Sound Pembroke Portage la Prairie Quebec North Shore St. Hyacinthe St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Trail-Nelson Truro Walkerton Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	Swift Current Weyburn

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date Oct. 19/63	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total civilian labour force (a) ..... (000)	October	6,841	+ 0.4	+ 3.5
Employed ..... (000)	October	6,576	+ 0.2	+ 4.0
Agriculture ..... (000)	October	660	− 6.5	+ 1.7
Non-agriculture ..... (000)	October	5,916	+ 1.0	+ 4.2
Paid workers ..... (000)	October	5,414	+ 0.6	+ 4.1
At work 35 hours or more ..... (000)	October	(1) 3,872	−31.0	−29.9
At work less than 35 hours ..... (000)	October	(1) 2,515	+234.0	+286.3
Employed but not at work ..... (000)	October	189	− 5.0	+21.9
Unemployed ..... (000)	October	265	+ 6.0	− 6.4
Atlantic ..... (000)	October	41	+20.6	− 2.4
Quebec ..... (000)	October	100	− 7.4	− 8.3
Ontario ..... (000)	October	66	+15.8	− 3.0
Prairie ..... (600)	October	26	+13.0	−10.4
Pacific ..... (000)	October	32	+14.3	− 8.6
Without work and seeking work ..... (000)	October	253	+ 6.8	− 5.3
On temporary layoff up to 30 days ..... (000)	October	12	− 7.7	−25.0
Industrial employment (1949=100)	August	129.9	+ 1.7	+ 2.3
Manufacturing employment (1949=100)	August	119.9	+ 2.6	+ 2.0
Immigration ..... 1st 9 Mos.	1963	69,344	—	+22.6
Destined to the labour force ..... 1st 9 Mos.	1963	34,730	—	+21.8
Strikes and Lockouts				
Strikes and lockouts	October	81	+28.6	+92.9
No. of workers involved	October	24,861	+159.4	+149.7
Duration in man days	October	137,450	+59.0	+27.2
Earnings and Income				
Average weekly wages and salaries (ind. comp.) ..	August	$83.27	0.0	+ 3.1
Average hourly earnings (mfg.)	August	$ 1.93	0.0	+ 3.8
Average hours worked per week (mfg.)	August	40.9	+ 0.5	− 0.2
Average weekly wages (mfg.)	August	$78.86	+ 0.6	+ 3.5
Consumer price index (1949=100)	October	133.6	+ 0.1	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	August	141.6	+ 1.0	+ 1.7
Total labour income ..... $000,000.	August	1,871	+ 2.2	+ 6.7
Industrial Production				
Total (average 1949=100)	September	204.3	+ 7.8	+ 5.5
Manufacturing	September	182.8	+ 8.4	+ 5.4
Durables	September	181.6	+14.1	+ 5.8
Non-durables	September	183.8	+ 4.1	+ 5.0
New Residential Construction (b)				
Starts	October	11,099	+ 1.6	+ 2.1
Completions	October	10,851	+ 0.3	− 7.7
Under Construction	October	70,278	+ 0.3	+12.3

(*a*) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(*b*) Centres of 5,000 population or more.

(1) The distribution by hours worked for the week ended October 19, 1963 is abnormal due to the presence of thanksgiving in the reference week.

International Seminar on Vocational Rehabilitation

World Commission on Vocational Rehabilitation, of which Canada's National Co-ordinator is Chairman, meets in Denmark

The World Commission on Vocational Rehabilitation held its first International Seminar on Vocational Rehabilitation in Copenhagen last July, after the Ninth World Congress of the International Society for Rehabilitation of the Disabled.

The WCVR was established in 1960 as an integral unit of the International Society. Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Canada, is Chairman.

Among the concerns of the WCVR are employment of the handicapped, vocational guidance and counselling, vocational training, vocational selective placement, sheltered employment, homebound employment, rehabilitation in workmen's compensation and social insurance programs, and prevention of permanent disability.

In his opening remarks, K. Bundved, Minister of Social Affairs in Denmark, stated:

> It is natural that the problems concerning vocational rehabilitation in the various countries must be definitely influenced by the structure of the economy and progress in technical development and administrative traditions. Nevertheless, each country participating in this task is confronted with common basic problems.
>
> Many of these common problems come from the fact that successful solution is dependent upon a full understanding of the real meaning of rehabilitation followed by effective co-ordination between many professions, and between government and voluntary organizations.

Co-ordination of Vocational Rehabilitation Services—In discussion of a paper on co-ordination of vocational rehabilitation services, it was generally conceded that co-ordination must take place at two levels: at the administrative level and at the case, patient or individual level.

It was thought that there are three major requirements for effective co-ordination at the administrative level. There must be:

1. One central authority in the community responsible for the rehabilitation of the handicapped;

2. An interdepartmental committee within government composed of the central authority and a senior officer from each of the departments and ministries concerned with vocational rehabilitation; and

3. A communication mechanism in the form of a council or committee composed of representatives from government and the voluntary agencies, with the central authority a member, to determine and evaluate the objectives and services of all existing agencies, to develop good lines of communication between existing agencies, and to determine the need for new services and recommend priority in their implementation.

Co-ordination at the case level requires a central authority with sufficient staff to provide a case-co-ordinating service to the individual handicapped person, and to be responsible for:

(a) assisting the individual in the development of a realistic rehabilitation objective in co-operation with all agencies concerned;

(b) enabling the individual to utilize his own and all existing resources in the community in an integrated manner to achieve the planned employment objective;

(c) follow-up to ensure achievement of the objective or to alter the objective as dictated by changes in circumstances of the individual and his environment.

Training for Vocational Rehabilitation Counsellors—A paper on training for vocational rehabilitation counsellors stated that the prospective vocational rehabilitation counsellor should have training in social work and in business administration.

Many participants believed that training in social work provided the best base for the prospective vocational rehabilitation administrator.

Training for Vocational Instructors—The paper on training for vocational instructors concluded that:

1. A certain system should be developed in each country for minimum standards of required qualifications for different vocational teachers and instructors.

2. It is easier to give the necessary teacher training to a skilled worker than to teach the skills to a qualified teacher.

3. The vocational teacher should have at least six years experience in industry—and keep it up to date—and basic teacher training.

4. The vocational instructor who will be teaching any handicapped persons should have the opportunity of learning the limitations and capacities of different categories of handicapped persons.

Training for Supervisory Personnel in Sheltered Workshops—Dr. A. A. Heering of The Netherlands said that supervisory people in sheltered workshops must have a good knowledge of the resources in the community and the ability to use them effectively. Dr. Heering told of the special

(Continued on page 1020)

Study of the Problems of Aging

Commission on Moral Issues and Social Problems of the Board of Evangelism and Social Service of the Baptist Convention Of Ontario and Quebec publishes comprehensive study of aging

A comprehensive study of the many problems of aging, sponsored by the Commission on Moral Issues and Social Problems of the Board of Evangelism and Social Service of the Baptist Convention of Ontario and Quebec, was published earlier this year.

The study, by Winnifred M. Rosewarne of Ottawa, covered many aspects of the broad field of aging in Canada, including employment of the older worker, social security, retirement and preparation for retirement, health, housing and institutional care, and recreational services.

Mrs. Rosewarne pointed out that youth has been glorified out of all proportion to its usefulness to society. She stated that this has given rise to many false ideas about older people, the so-called "Myth of Old Age." She emphasized the need in our society for considering older persons as individuals rather than as a group.

In discussing the employment difficulties of older workers, the author explained that the myth about older workers has influenced many employers to such an extent that even people of 40 can experience difficulty in finding employment. She refutes many of these myths by pointing out that industrial studies show that:

1. There is lower labour turnover among older people. Thus decreases in labour costs can be made by hiring and retaining older workers;
2. Productivity often reaches its peak in the fifties;
3. Absenteeism rates are lower among older workers;
4. Accident rates are lower among older workers;
5. Increased costs to pension plans of hiring a limited number of older workers is likely to be insignificant in relation to total pension costs and this is offset by the productivity and general stability of the older worker;
6. Learning ability does not depend upon chronological age.

Mrs. Rosewarne dealt with the need of many people in their sixties or older to keep actively employed. She suggested that idleness could cause erosion of the personality.

For retired people she had several ideas for active use of leisure time:

1. Attend night classes for adult education in the high schools or at universities;
2. Pursue some study that the retired person never had time for previously, but always wished to do;
3. Prepare a family geneology and history;
4. Participate in community efforts;
5. Participate in church activities;
6. Organize a "handy-man club" which will do gardening, painting, window cleaning, etc.
7. Pursue a hobby, not just for killing time, but one that arouses the enthusiasm of the hobbyist. Hobbies can sometimes be money-makers.
8. Consider learning and enjoying a second career.

The author of the study also had some sound economic advice for working people in preparing for eventual retirement. She suggested consideration of the following:

1. Participation in a pension plan or purchase of government annuities during productive years;
2. Taking out life insurance early in life while premiums are low;
3. Buying a home; a paid-up home can be a valuable asset for old age. (The study shows that in 1951, about half of those over 60 owned their own homes). If the home is too large for an old couple, part of it may be rented and become an added source of income.

Commenting on the needs in the fields of geriatrics and gerontology, the author stated: "The medical profession at large has a responsibility for procuring good health for old age. It has prolonged the life span, but more research needs to be done in gerontology and geriatrics to make those added years healthy ones. It is no benefit to anyone or to society just to keep people alive into their eighties or nineties unless the time so gained is to some extent comparable with the previous span in enjoyment and in purpose . . . .

A considerable section of the report dealt with the subject, "Housing for the Aged." This section described in considerable detail the provisions for housing and institutional care for the aged in certain areas of Canada.

Pertinent excerpts from this study are available in mimeographed form, at no charge, from the Division on Older Workers, Department of Labour, Ottawa.

Women's Bureau

Women Engineers in the U.S.S.R.

About 29 per cent of engineers and close to 35 per cent of engineering students in the U.S.S.R. are women, report shows

About 29 per cent of the engineers employed in the Union of Soviet Socialist Republics are women. Of these, 16 per cent have advanced qualifications.

In 1960, the Caroline Haslett Memorial Trust sponsored a tour of the U.S.S.R. by two British women to look into the factors giving rise to this high proportion. Their report, *Women Engineers in the U.S.S.R.*,* looks at the education, employment and prospects of women engineers in that country. Here are some of their findings.

Women in the U.S.S.R. have had a limited right to attend higher educational courses since 1905. They have had full access to universities since 1917. The rate of entry of women into engineering schools increased rapidly after the First World War with the all-out effort to overcome the technical deficiencies of the country as a whole. The present proportion of women engineering students—33 to 35 per cent—has been maintained since 1940.

Engineering is taught in polytechnical institutes, reached through a "streaming" system in secondary schools or after a period of employment in industry. Placement in the various institutes and faculties of engineering depends upon a combination of individual preference and over-all planning, without respect to sex. The same equality of opportunity applies in placement and employment.

Most women engineers are employed in the textile and food industries but they are found in all branches of the profession. Engineering economics—which includes the expanding field of computer technology—design, laboratory work, research and teaching are most preferred by women. The number of women in senior engineering positions is not in the same proportion as their number in engineering, but the fact that they hold about 10 per cent of the senior positions is impressive.

For the most part, physical requirements are no obstacle to the employment of women as engineers. They are forbidden to work, however, in a few areas considered harmful to health, for instance, where heavy machinery must be lifted or operated or underground work is necessary. Men and women receive equal pay.

For mothers, child care facilities are available during working hours or for overnight and extended periods, if necessary. Communal meal services exist at work and frequently at home. Domestic appliances are becoming accessible. But even with these aids the dual tasks of work and home are heavy.

Maternity leave is paid by an employer for a period of four to six months. Further unpaid leave may be taken and a post must be kept open for the employee for a total period of a year. Arrangements are made for the work of the engineer concerned to be taken over by someone with similar qualifications. If the engineer going on leave is a key member of a team, she returns periodically or is visited at home to discuss the progress of the project.

Girls appear to have no inhibitions about tackling technical work. Scholastic results for boys and girls are about the same, although girls appear to be more conscientious and systematic in studies. Boys tend to work hard at subjects they like and to neglect those they do not. But this difference is marked only in the first three years of study.

There was some feeling, too, that men and women have different approaches to responsibility at work—that women tend to be more serious and to worry more. This is an asset in research but a handicap if serious decisions have to be made. These differences diminish, however, as women become more senior in their jobs.

Acceptance of women as engineers appears to be the key factor in accounting for engineering's popularity among women. Teaching institutions and industries accept them on the same basis as men. Male engineers accept them as colleagues and as seniors. Parents regard engineering as a good career for women and encourage their daughters to pursue it.

Most important of all, engineering as an occupation is accepted by women themselves, They are enthusiastic about their work and show no fear of being less attractive or less eligible for marriage because of it. In fact, the authors say, "Young men know quite clearly that if they marry engineers, the girls are almost certain to continue with their careers after marriage and motherhood—the men still marry them!"

*By L. S. Souter and R. Winslade. Published by the Caroline Haslett Memorial Trust, 25 Foubert's Place, London W.I.

Bargaining Calendar for 1964

Collective agreements covering 500 or more employees, listed by month in which they terminate, Excludes agreements in the construction industry

JANUARY

Company and Location	Union
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)

FEBRUARY

Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.	Mine, Mill & Smelter Wkrs. (Ind.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.	Empl. Assn. (Ind.) (plant empl.)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)

MARCH

Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages, (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Cobourg, Oakville, Peterborough, Toronto, Ont.	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
CNR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
CPR, system-wide	Locomotive Engineers (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Philips Electronics, Leaside, Ont.	I.B.E.W. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.	Teamsters (Ind.)
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)

APRIL

Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper & Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC) (loggers)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide	Locomotive Engineers (Ind.)
Cdn. Westinghouse, Hamilton, Ont.	U.E. (Ind.)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
MAY	
Aluminum Co. of Canada, Arvida, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
N. M. Paterson & Sons, Ont. & Que.	Seafarers (AFL-CIO)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.	I.U.E. (AFL-CIO/CLC)
JUNE	
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.	Pulp & Papers Wkrs. of Canada (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont.	Teamsters (Ind.)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Scott-LaSalle, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T.	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
JULY	
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Stelco (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
AUGUST	
Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., southern B.C.	Woodworkers (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.	Millers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Interior Lumbermen's Assn., B.C.	Woodworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

SEPTEMBER

Company and Location	Union
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government	Sask. Govt. Empl. (Ind.) (classified services)
Saskatchewan Govt. Telephones	Communications Wkrs. (AFL-CIO/CLC)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide	Teamsters (Ind.)

OCTOBER

Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop & warehouse & installation empl.)

NOVEMBER

Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Chrysler Corp. Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)

DECEMBER

American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ontario	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assn., Toronto, Hamilton, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Eastern Canada Stevedoring & 4 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Evans Coleman & Evans & Deeks McBride, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Ford Motor Co., Windsor, North York, Oakville & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC) (plant empl.)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (6), Three Rivers, Cap de la Madeleine, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney, Sherbrooke, Que.	Bakery Wkrs. (CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery, Montreal Que.	Empl. Assn. (Ind.)
Motor Trans. Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During November and December 1963 and January 1964

(except those under negotiation in October)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religiouses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communications salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC, Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR & Ontario Northland Railway	Railway, Transport & General Wkrs. (CLC)
CNR, CPR & other railways	14 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)

Company and Location	Union
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Asssn. (Ind.) & Empl. Welfare Assn. (Ind.)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal and other centres, Que.	Public Empl. (CLC) (outside empl.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Sales Empl. (Ind.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
CBC, company-wide	Public Empl. (ARTEC) (CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Quebec Natural Gas, Montreal	Chemical Wkrs. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Conciliation Board

Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)

Work Stoppage

Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)

Part III—Settlements Reached During October 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Dominion Electrohome Industries, Kitchener, Ont.—Nat. Council of Cdn. Labour (Ind.): 2-yr. agreement covering 1,150 empl.—settlement pay of $27 for male empl. and $18 for female empl.; wage increases of 6¢ an hr. eff. Oct. 19, 1963 and 4¢ an hr. eff. Oct. 12, 1964 for male empl.; wage increases of 2¢ an hr. eff. Oct. 19, 1963 and 2¢ an hr. eff. Oct. 12, 1964 for female empl.; starting rate for helper will be $1.11 an hr. on Oct. 12, 1964; agreement to expire Oct. 12, 1965.

Dominion Rubber (Rubber Div.), St. Jerome, Que.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 3¢ an hr. retroactive to July 1, 1963 and 4¢ an hr. eff. July 1, 1964 for male empl.; wage increases of 3¢ an hr. retroactive to July 1, 1963 and 3¢ an hr. eff. July 1, 1964 for female empl.; work week to be reduced from 45 to 44 hrs. accompanied by wage increases of 4¢ an hr. for male empl. and 3¢ an hr. for female empl.; shift premium to be 7¢ (formerly 5¢); 4 wks. vacation after 22 yrs. of service eff. May 31, 1964 (at present after 25 yrs.); minimum pension benefit to be $97.50 a mo. (formerly $87.50); agreement to expire June 30, 1966.

Dominion Stores, Montreal & vicinity, Que.—Retail Clerks (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—minimum wage increases of $3 a wk. retroactive to Sept. 1, 1963 and $4 a wk. eff. Sept. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); rate for female clerks will be $55.50 a wk. and rate for male clerks $58.50 a wk. on Sept. 1, 1964; agreement to expire Sept. 1, 1965.

Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 800 empl.—work week reduced from 54 to 50 hrs. with maintenance of pay eff. Oct. 18, 1963; wage increase of 5¢ an hr. eff. Sept. 1, 1964; piece rate increases of 20¢ a cord eff. Aug. 31, 1963 and 20¢ a cord eff. Aug. 31, 1964; rate per cord will be $7.65 on Aug. 31, 1964 and rate for labourer will be $1.28 an hr. on Sept. 1, 1964; agreement to expire Sept. 1, 1965.

Dosco (Wabana Mines), Bell Island, Nfld.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—no general wage changes; agreement to expire Sept. 30, 1965.

Dow Chemical, Sarnia, Ont.—Oil Wkrs. (AFL-CIO/CLC): 26-mo. agreement covering 600 empl.—wage increases of 6.3¢ an hr. eff. Oct. 16, 1963 and 6.0¢ an hr. eff. Oct. 16, 1964; 4 wks. vacation after 20 years of service; agreement to expire Dec. 16, 1965.

Fittings Limited, Oshawa, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increases of 5¢ an hr. retroactive to May 1, 1963, 5¢ an. hr. eff. Jan. 1, 1964 and 3¢ an hr. eff. Dec. 1, 1964; 3 wks. vacation after 13 yrs. of service in 1963 (formerly after 15 yrs.) and after 12 yrs. of service in 1964; weekly sickness and accident indemnity increased to $40 (formerly $35); additional provisions for pension plan contributions and benefits; rate for labourer on Dec. 1, 1964 will be $1.92 an hr.; agreement to expire April 30, 1965.

Food stores (various), Winnipeg & Transcona, Man.—Retail Clerks (AFL-CIO/CLC): 3-yr. agreement covering 1,400 empl.—wage increases of 5¢ to 8¢ an hr. eff. Nov. 1, 1963, 5¢ to 9¢ an hr. eff. Nov. 1, 1964 and 5¢ to 8¢ an hr. eff. Nov. 1, 1965 for male empl.; wage increases of 5¢ to 7¢ an hr. eff. Nov. 1, 1963, 5¢ to 6½¢ an hr. eff. Nov. 1, 1964 and 5¢ to 7¢ an hr. eff. Nov. 1, 1965 for female empl.; 3 wks. vacation after 9 yrs. of service eff. 1964 (at present after 10 yrs.) and after 8 yrs. of service eff. 1966; 4 wks. vacation after 25 yrs. of service eff. 1964 and after 20 yrs. of service eff. 1966; rate for unskilled female empl. on Nov. 1, 1965 will be $1.15 an hr.; agreement to expire Oct. 31, 1966.

House of Seagram, Que., Ont. & B.C.—Distillery Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—wage increases of 9¢ an hr. retroactive to Sept. 1, 1963, 7¢ an hr. eff. Sept. 1, 1964 and 9¢ an hr. eff. Sept. 1, 1965; evening and night shift premiums increased to 12¢ and 17¢ respectively (formerly 10¢ and 15¢); major medical insurance plan to be adopted; rate for male general help on Sept. 1, 1965 will be $2.45 an hr.; agreement to expire Aug. 31, 1966.

K.V.P. Company, Espanola, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 27-mo. agreement covering 500 empl.—wage increases of 48¢ a day for day wkrs. and 2% for piece wkrs. retroactive to Sept. 1, 1962; wage increase of 2% eff. Dec. 1, 1963 for piece wkrs.; work week for day wkrs. to be reduced from 44 to 40 hrs. with maintenance of pay eff. Dec. 1, 1963; rate for labourer on Dec. 1, 1963 will be $15.21 a day; agreement to expire Nov. 30, 1964.

Molson's Brewery, Montreal, Que.—Empl. Assn. (Ind.): 2-yr. agreement covering 1,000 empl.—wage increase of $3 a wk. retroactive to Jan. 1, 1963 for production and delivery wkrs.; additional wage increases of $3 a wk. for production wkrs. and $4 a wk. for delivery wkrs. eff. Jan. 1, 1964; agreement to be printed in French and English; rate for labourer on Jan. 1, 1964 will be $98 a wk.; agreement to expire Dec. 31, 1964.

Quebec Hydro Electric Commission, Montreal & other centres, Que.—Office Empl. Assn. (Ind.): 2-yr. agreement covering 1,500 empl.—wage increases of 5.9% ($3 to $7 a wk.) retroactive to May 16, 1963 and 3.0% eff. May 14, 1964; 3 wks. vacation after 10 yrs. of service eff. 1964 (at present after 12 yrs.); Rand formula adopted; agreement to expire May 12, 1965.

Shipping Federation of Canada, Montreal, Quebec & Three Rivers, Que.—I.L.A. (AFL-CIO/CLC): 3-yr. agreement covering 5,400 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1963, 10¢ an hr. eff. Jan. 1, 1964 and 10¢ an hr. eff. Jan. 1, 1965 for longshoremen at Montreal and Quebec; wage increases of 13¢ an hr. retroactive to Jan. 1, 1963, 13¢ an hr. eff. Jan. 1, 1964 and 13¢ an hr. eff. Jan. 1, 1965 for longshoremen at Three Rivers; wage increases of 12¢ an hr. retroactive to Jan. 1, 1963, 11¢ an hr. eff. Jan. 1, 1964 and 11¢ an hr. eff. Jan. 1, 1965 for checkers at Montreal; wage increases of 10¢ an hr. retroactive to Jan. 1, 1963, 13¢ an hr. eff. Jan. 1, 1964 and 10¢ an hr. eff. Jan. 1, 1965, for checkers at Quebec; time and one half to be paid all day Saturday eff. Jan. 1, 1964 (at present straight-time rates until noon); double time to be paid from midnight to 5 a.m. Monday to Friday (formerly time and one half); vacation pay to be 4% of gross earnings eff. Jan. 1, 1964 (at present 8¢ per man-hour worked) with employers contributing 33¢ an hr. (at present 29¢) toward pension, welfare and vacation plans; inquiry into Shipping Federation-I.L.A. Trust Funds to be conducted; agreement to expire Dec. 31, 1965.

OECD Manpower and Social Affairs Committee

The Manpower and Social Affairs Committee of the Organization for Economics Co-operation and Development has spelled out a manpower policy in terms of a range of useful activities that can play an important role in stimulating expansion of employment and produciton but are anti-inflationary.

Much of the work of the Committee is focused on the need for labour market adjustment mechanisms because of the effects of rapid technical change on occupational requirements, and because of different rates of economic growth in various areas and regions of a national economy.

For example, the Committee is carrying out a special study in member countries of retraining and further training to discover a more systematic and organized approach to the adaptation of workers to technical progress. Similarly, an exploratory study is being carried out of area redevelopment problems to identify the methods and techniques that have proved useful for area redevelopment programs.

The Committee is also carrying out studies of vocational guidance for adults, problems of training and placement for older workers, a survey of the practical measures being developed to facilitate the adaptation and training of rural manpower, and a number of studies of other labour market adjustments required by technical change. Canada is participating in most of these activities, since they relate directly to manpower programs being developed in this country. In the retraining and further training study, Canada has provided the chief consultant for the project.

As one of its most effective activities, the Committee makes use of annual reviews of manpower policies and programs. Examinations of Sweden, the United States, and a number of other countries have already been carried out. A Canadian served on the team that examined United States manpower policies and programs.

An important part of the work of the Committee consists of seminars and other meetings for trade union and employer representatives. These meetings are now being planned so as to take full advantage of the other work of the Committee and ensure that its results are communicated to unions and employers in member countries. A number of important and useful seminars of this kind have been held recently, including an international trade union seminar on active manpower policy and a joint international seminar on geographical and occupational mobility of manpower.

TEAMWORK in INDUSTRY

Why is good housekeeping becoming an integral part of safety campaigns in an increasing number of Canadian industries? One answer—and perhaps *the* answer—was put forward recently by Robert Hill, Safety Supervisor at Moore Business Forms Limited, Toronto.

"Our observations over the years have convinced us that the neat, methodical worker is a safe worker," he told the Labour-Management Co-operation Service. "We have employees like that who have worked for 25, 30, or 35 years without ever having a lost-time accident. You'll never convince me that they've just been lucky. On the contrary, safe work habits and a good attitude toward safety protect them from injury on and off the job."

These individual safety records are the more remarkable when one considers that manufacturing operations at Moore Business Forms require the use of a great many high-speed machines.

Mr. Hill was equally convinced that the untidy, careless worker is the one most likely to have an accident. "For these reasons," he said, "we place our primary emphasis on the *housekeeping* aspect of safety and the development of good safety attitudes." Significantly, the plant's two main safety committees are known as the Fire Prevention Committee and the Housekeeping Committee.

He thinks that plant safety campaigns that fail often do so because of lack of active participation by all levels of management. "You've got to get people involved," he explained. "Hold safety inspections every week. And rotate your safety committee membership regularly so that everyone in the plant serves his term. This way you'll also have an opportunity to convince the doubters about your program."

His final recommendation concerned the plant area in which each employee works. "To control housekeeping," he explained, "every square foot of floor space in this plant must be assigned to someone." Once again the emphasis is on neatness and order, based on company experience that good housekeeping habits lead to safe work habits. At Moore Business Forms there is, Mr. Hill said, "a very definite parallel between the plant's housekeeping rating and accident frequency."

It's no accident that the employees' safety record passed the 2,000,000-hour mark without a lost-time accident. In one recent 12-month period, departmental and plant committees between them conducted 400 safety inspections. When the plant hit the one-million mark in November 1961, Moore's 600 employees each received a set of eight tumblers embossed with the company crest and a statement of their achievement. The tumblers continue to serve as a further safety reminder around the home.

When in September 1962 the record climbed to 2,000,000 hours without a lost-time accident, each employee was presented with an automobile first aid kit bearing the new record on the inside lid and accompanied by a card of congratulations signed by all the firm's executives. Once again there was a dual purpose, for the kits are a safety reminder to the employee while he is driving his car.

In April 1962, the company received the R. B. Morley Award, which is presented annually at the I.A.P.A. Conference to the Ontario firm that has operated the greatest number of man-hours during the prior calendar year without a compensation case.

Meaningful solutions to the problems of operating a hospital can be found if employees and management establish an efficient three-way system of communication, between (1) personnel and administration, (2) personnel and patients, and (3) personnel and public.

This was the theme of an address delivered in Pembroke, Ont., to a conference of hospital administrators, chaplains, social workers and others by Rev. Sister Marie-Michelle, at the time administrator of St. Vincent Hospital, Ottawa.

The conference was organized jointly by the Catholic Hospital Association of Canada and the Social Action Department of the Canadian Catholic Conference and was attended by delegates from all parts of Ontario.

Sister Marie-Michelle pointed out that a system of communications such as she described has been operating at St. Vincent's since the founding of a labour-management committee there in 1956. The committee has contributed in many ways to better relations between the administration and employees, patients and the public.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during September. The Board issued three certifications designating bargaining agents, ordered two representation votes, rejected two applications for certification and granted one request for review under Section 61(2) of the Act. During the month the Board received 10 applications for certification, one request under Section 61(2) of the Act for review of an earlier decision and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Asbestos-Eastern Transport Inc., Asbestos, Quebec. (L.G., Oct., p. 897).

2. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Park Royal Housing, Ville St. Laurent, Que. (L.G., Oct., p. 897).

3. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Benoit Place Project, Ville St. Laurent, Que. (L.G., Oct., p. 897).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent, and Association of Radio and Television Employees of Canada, intervener (building maintenance group). The Board directed that both the name of the applicant and the intervener appear on the ballot (L.G., Oct., p. 897). (Returning Officer: Miss M.-P. Bigras).

2. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (See "Applications for Certification Received," below) (Returning Officer: G. H. Purvis).

Applications for Certification Rejected

1. General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., North Kamloops, B.C., respondent, and Rempel-Trail Transportation Employees' Association, intervener (L.G., Oct., p. 898). The application was rejected for the reason that the proposed unit is not considered by the Board to be appropriate for collective bargaining.

2. Rempel-Trail Transportation Employees' Association, applicant, Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent, and General Truck Drivers and Helpers Union, Local No. 31, and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners (see "Applications for Certification Received," below). Although considering that a system-wide unit of employees, excluding despatchers, is appropriate for collective bargaining, the Board rejected the application for the reason that it was not satisfied on the evidence that the Rempel-Trail Transportation Employees' Association produced, that it has the status of a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

Request for Review Granted

The Board considered representations made by the Canadian National Railways and The Commercial Telegraphers' Union, CN System Division 43, to be a request under Section 61(2) of the Act for review of the certification issued by the Board on August 13, 1963, in respect of a unit of employees of the company in its Telecommunications Department. The parties

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

requested that the classification of student telephone exchange attendant be deleted from the bargaining unit, and the Board granted their request.

Applications for Certification Received

1. District 50, United Mine Workers of America, Local Union 14888, on behalf of a unit of employees of Express Services Inc., Montreal, Que. (mail transport) (Investigating Officer: Miss M.-P. Bigras) (see "Applications for Certification Withdrawn," below).

2. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (Investigating Officer: G. H. Purvis) (see "Representation Votes Ordered," above).

3. Rempel-Trail Transportation Employees' Association, on behalf of a system-wide unit of employees of Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Rejected," above).

4. Pacific Western Airlines Flight Attendants' Association, on behalf of a unit of stewards and stewardesses employed by Pacific Western Airlines Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

5. The Professional Transport Drivers Society, on behalf of a unit of transport drivers employed by H. M. Trimble & Sons Ltd., Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

6. District 50, United Mine Workers of America, Local Union 14888, on behalf

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation service under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canadian Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

of a unit of truck drivers employed by Express Services Inc. (Porlier Transport Limitée), Montreal, Que. (mail transport) (Investigating Officer: Miss M.-P. Bigras).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Pacific Tanker Co. Ltd., Vancouver, B.C. (Investigating Officer: D.S. Tysoe).

8. International Association of Machinists, on behalf of a unit of ground service employees engaged by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

9. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mechanics employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

10. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by John L. Bray, Ottawa, Ont. (mail service) (Investigating Officer: G. E. Plant).

Request for Review Received

Request for review of the certificate issued by the Board on August 13, 1963, affecting The Commercial Telegraphers' Union, C.N. System Division 43, applicant, and the Canadian National Railways, respondent (see "Request for Review Granted," above).

Applications for Certification Withdrawn

1. District 50, United Mine Workers of America, Local Union 13946, applicant, and Central Mortgage and Housing Corporation, respondent (Domaine Estria and Pavillon Mercier Projects, Montreal; Que.) (L.G., Oct., p. 898).

2. District 50, United Mine Workers of America, Local Union 14888, applicant, and Express Services Inc., Montreal, Que., respondent (mail transport) (see item No. 6 under "Applications for Certification Received," above).

3. General Truck Drivers and Helpers Union, Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., North Burnaby, B.C., respondent, and Rempel-Trail Transportation Employees' Association, intervener (L.G., Oct., p. 897).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

2. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada(Conciliation Officer: C. E. Poirier).

3. TransAir Limited, Winnipeg, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: J. S. Gunn).

Settlements by Conciliation Officers

1. Canadian Pacific Railway Company, Merchandise Services Department, Prairie Region, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn) (L.G., Oct., p. 899).

2. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., May, p. 396).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Office Employees' International Union, Local 404 (Conciliation Officer: T. B. McRae) (L.G., Sept. p. 800).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Oct., p. 899) was full constituted in September with the appointment of W. H. Dickie of Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Mrs. Frances Bairstow of Beaconsfield, Que., who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between The Shipping Federation of Canada, Inc., and the International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (L.G., Sept. p. 800), was fully constituted in September with the appointment of the Honourable Mr. Justice R. Lafleur of Montreal, as Chairman. Mr. Justice Lafleur was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean Massicotte and Louis Laberge, both of Montreal, who were previously appointed on the nomination of the Federation and Association, respectively.

Conciliation Board Report Received

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (see above). The text of the report is reproduced below.

Settlement Reached before Board Fully Constituted

Stanrock Uranium Mines Limited, Elliot Lake, Ont., and District No. 6 of the United Steelworkers of America (L.G., Sept. p. 800).

Report of Board in Dispute between

Shipping Federation of Canada
and
International Longshoremen's Association

(Translation)

The Board of Conciliation and Investigation appointed on September 11, 1963 in accordance with the provisions of Section 28 of the Act, for the examination, conciliation and settlement of matters in dispute and consisting of the company representative Jean Massicotte, of the union representative, Louis Laberge, and of the Chairman, Judge Robert Lafleur of the Superior Court, beg to submit the report of its findings.

The labour agreements entered into by the above-mentioned parties expired on December 31, 1962. The facts relative to the negotiations between the authorized representatives of The Shipping Federation of Canada, Inc. and the affiliated Locals and subsequently with the assistance of two conciliation officers appointed by your Department, are outlined in detail in the latter's report to your Department, dated July 12, 1963.

The recommendations contained in that report concern and affect all employees to the same extent, all members of Locals Nos. 375, 1657 and 1552 for the Port of Montreal; all employees, members of Locals Nos. 1605 and 1739 for the Port of Quebec; and all employees members of Local 1846 for the Port of Three Rivers.

Terms of Reference

The present Board of Conciliation and Investigation is responsible for the examination of initial requests submitted by the parties for the Ports of Montreal, Quebec and Three Rivers; it should bring the parties together and if possible, effect an agreement on the matters still in dispute, namely:

1. Wages and fringe benefits
2. Retroactivity
3. Vacations with pay
4. Working conditions
5. Pension fund
6. The deduction of 0.01 cent per hour from the employees' wages
7. The recommendation to the Minister that an inquiry be held in accordance with the provisions of Section 56 of the Act and
8. Term of the collective agreements.

1. *Wages and Fringe Benefits*

The International Longshoremen's Association and its affiliated Locals, for the Ports of Montreal, Three Rivers and

During September, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between the Shipping Federation of Canada Inc. and the International Longshoremen's Association (Locals 375, 1657, 1552, 1846, 1739 and 1605) Montreal, Three Rivers and Quebec.

The Board was under the Chairmanship of Mr. Justice Robert Lafleur, Superior Court, Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Jean Massicotte and Louis Laberge, both of Montreal, nominees of the Federation and the Union Locals respectively. The report is reproduced here.

Quebec, have requested a wage increase of 35 cents an hour, and, in fringe benefits, the equivalent of 9 cents an hour for the pension and welfare fund and vacation pay.

At the time of the inquiry before our Board, the attorney for The Shipping Federation of Canada, Inc. strongly availed himself of an agreement reached between the parties, on March 1, 1963, whereby the members of the negotiating committees had undertaken to recommend strongly its acceptance by their members and the interested corporations. This agreement provided for an increase over the basic wage of 6 cents an hour, for the contract year 1963, and an additional 6 cents an hour for the contract year 1964, two cents an hour in fringe benefits for 1963 and an additional 2 cents an hour for 1964.

The members of your Board of Conciliation and Investigation mostly endeavoured, during the numerous meetings, held in the Court House at Montreal, to conciliate and bring together the parties, in order to effect the compromise which could prove satisfactory and acceptable.

The evidence presented is insufficient to justify the request of the International Longshoremen's Association. The basic salary of a longshoreman at Montreal is presently $2.33 an hour; at Quebec $2.23 an hour and at Three Rivers $2.01 an hour. In addition, the members of The Shipping Federation of Canada, Inc. at these places pay their employees, in fringe benefits, an additional sum of 0.29 cents, which brings the basic hourly wage of a longshoreman at Montreal to $2.62 an hour, at Quebec to $2.52 an hour and at Three Rivers to $2.30 an hour.

In its recommendation relating to the wage increase and fringe benefits, the Board is of the opinion that, in all fairness, it must take into consideration the changes in working conditions that will eventually be studied and put into effect.

For these reasons, the Board accedes in part to the request of the International Longshoremen's Association and its affiliated locals for the Ports of Montreal, Three Rivers and Quebec and recommends:

(a) For the contract year 1963—an increase in the basic wage of seven cents (0.07) an hour and an additional hourly payment of three cents (0.03) an hour for fringe benefits.

(b) For the contract year 1964—an additional increase in the basic wage of twelve (0.12) cents an hour.

The parties shall be free to utilize the above increase toward the means which can best serve the purposes of the Association and meet the needs of the employees.

2. *Retroactivity*

As already mentioned, the collective agreements affecting the employees in the Ports of Montreal, Three Rivers and Quebec expired on December 31, 1962. At Quebec and Three Rivers, navigation is open 12 months a year, whereas in Montreal, the work of the Port employees ceases and begins at the closing and opening of the navigation season.

This retroactivity question, brought up at the very first negotiation meeting and the application of which has never been refused by the employers, explains, with other reasons, the delays allowed by the parties in the settlement of the dispute.

Consequently, the Board accedes to this request of the International Longshoremen's Association and its affiliated locals and recommends:

—The retroactive payment to January 1, 1963 or, in the case of the Port of Montreal, to the date of the opening of the navigation season, of the increase of seven cents (0.07) an hour on the basic wage and of an additional three cents (0.03) an hour for fringe benefits.

3. *Vacations Pay*

Section 6 of the collective agreement 1961-62 entered into between the Shipping Federation of Canada, Inc. and Local 375 of the International Longshoremen's Association states as follows:

6—This agreement is based on the contribution of twenty-nine cents (0.29) per hour worked from January 1, 1961 to December 31, 1962, by all the employers concerned in "Shipping Federation of Canada-I.L.A. Trust Funds", towards pensions, welfare and vacations for eligible employees, members of the Longshoremen's International Association.

A similar provision is part of the collective agreements between the other affiliated locals and the Federation.

It is agreed by the parties that the above amount of 29 cents per hour worked be remitted to "Shipping Federation of Canada-I.L.A. Trust Funds" in the proportion and for the purposes which follow:

—Twelve cents (0.12) per hour worked as a contribution by the employees to pension fund; Nine cents (0.09) per hour worked as a contribution by the employees to welfare fund; Eight cents (0.08) per hour worked remitted by the employers to meet the cost of the vacation pay.

It follows from the representations made to our Board that the employees at the Ports of Montreal, Three Rivers and Quebec are dissatisfied with the practice adopted to date, by the Trust Fund members, for the payment of vacation allowances. They

request, for the future, a vacation allowance based on a percentage of four per cent (4%) of the earnings of each employee, instead of the present contribution of eight cents (0.08) per hour worked.

The study of wages and annual earnings of employees in the Ports of Montreal, Three Rivers and Quebec, including remuneration for overtime and double time, has shown that vacation pay based on four per cent (4%) of the earnings will cost more than the eight cents (0.08) per hour worked presently deposited in the Trust Fund.

The Board took into consideration this request of the Association when it recommended, for the contract year 1963, an increase of three cents (0.03) an hour in the fringe benefits.

In short, a vacation allowance at four per cent of the basic wage, for a regular workweek is equivalent, during the year, to two weeks vacation.

The Board finds that the request of the International Longshoremen's Association and its local affiliates is well founded and reasonable and consequently recommends:

1. The establishment of new vacation allowances based on a percentage of four per cent (4%) of earnings of each employee concerned.

2. For the contract year 1963, this vacation allowance will be paid from the proceeds of the eight cents (0.08) presently being deposited for this purpose in the Trust Fund and from the additional three cents (0.03) in fringe benefits recommended in this judgment.

4. *Working Conditions*

From the beginning of negotiations, the parties exchanged several requests with a view to modifying certain working conditions in the Ports of Montreal, Three Rivers and Quebec.

At the time of conciliation, the Board requested the officers of the Locals in Quebec, Three Rivers and Montreal to negotiate, separately, the adoption of the suggested amendments in the working conditions. No agreement was reached.

The parties presented no evidence to this Board which could enable it to make any recommendation whatsoever on this matter. So much so that it was agreed that the present working conditions should remain unchanged.

However, the Board believes it urgent to proceed with a study of three working conditions and the examination of the suggested amendments.

On this basis, the Board recommends:

—That within the 15 days of the signing of the collective agreements there be established joint committees to study the suggested amendments.

5. *Pension Fund*

This request relative to the establishment of a pension fund apparently did not come to the knowledge of the members of the Shipping Federation of Canada, Inc. until September 11, 1963, when they appeared before our Board.

The attorney for the International Longshoremen's Association explained that we should consider this request for an additional contribution of five cents (0.05) per hour worked, not as a contribution toward the present pension fund, but more as a contribution toward helping in the establishment of a contributory pension fund.

At the time of conciliation and at the request of the Chairman, the parties, by letter of September 20, 1963 agreed to proceed with the establishment of a joint committee to study the possibility of receiving this request of the employees and to determine its terms. It was also declared that a part of the increases which will be paid by the employers in 1964 could be appropriated toward these ends. On the other hand, the attorney for the International Longshoremen's Association and its affiliated locals suggested that this project of a pension fund be established on a contributory basis.

For these reasons, the Board recommends:

1. The establishment of a special joint committee to study the organization and terms of a pension plan, according to the wishes expressed by the employees.

2. If need be, the modification of the present pension plan to include the pension plan suggested by the employees or alternatively, the establishment of a separate pension plan.

6. *The Deduction of 0.01 cent per hour*

The parties agreed to refer the study of this request to an arbitration board, which will be established for this purpose as soon as the collective agreements are signed and whose decision shall be final and binding.

7. *The Recommendation of an inquiry by the Minister*

Numerous representatives of the International Longshoremen's Association, and more specifically from Local No. 375 in Montreal, brought to the attention of the Board an existing state of uneasiness and of discontent following the application of

certain provisions of the "Shipping Federation of Canada I.L.A. Trust Funds", which has as its purpose the regulation of pension and welfare funds and of vacation allowances.

These documents were never produced and we know nothing of their content.

Certain conditions in effect for nearly 11 years could become the cause of serious troubles, which it is essential to prevent.

The members of the employees negotiating committee appointed to assist and inform our Board, believe that it is urgent to make an inquiry or to have an inquiry made to clarify, in the general interest, such a situation.

This inquiry would have as a first objective to inform all employees with respect to the administration and operation of the trust fund and to the rights they possess in their capacity as members of the affiliated locals, as workers and beneficiaries of the trust fund. For these reasons, the Board recommends:

—The submission to the Minister, according to the provisions of Section 56 of the Act, by one or several of the parties concerned of a request for an immediate holding of an inquiry into these matters, under the authority and with the co-operation of the Minister of Labour.

8. *Term of the Collective Agreements*

The last collective agreements expired on December 31, 1962.

The Board recommended the retroactivity of wage increases for the year 1963.

The negotiation of the collective agreements aims at ensuring economic stability during a reasonable and specific period.

In view of these facts and this principle the Board recommends

—The execution of collective agreements for a period of two years, namely from January 1, 1963 to December 31, 1964.

We have presented you, Mr. Minister, a report, of which all recommendations are unanimous.

Mr. Laberge, however, wishes to inform you that he has agreed to the recommendations of the Board relating to the wage increases only in order to make possible the terms of the award for the set date, namely, Wednesday, September 25, 1963 and in the hope that such a unanimous award will help in the settlement of the present issue.

The Chairman stresses particularly the complete co-operation he received from the members of this Board of Conciliation and Investigation, generously granted, in the spirit and letter of the Act under which they have agreed to act with me to throw some light on this issue.

The whole, respectfully submitted.

Montreal, this 25th day of September, 1963.

(Sgd.) Robert Lafleur,
Chairman.

Jean Massicotte, Q.C.,
Member.

Louis Laberge,
Member.

British Contracts of Employment Act

(*Continued from page 999*)

The Government will also provide a re-employment or mobility incentive to a province or an employer of one half of the costs incurred in moving workers and their dependants displaced by industrial change to other communities where employment is available.

Officers of the Manpower Consultative Service will advise management and unions on the development of manpower adjustment programs, arrange for the payment of research and re-employment incentives, and co-ordinate the work of government placement and training agencies.

Seminar on Vocational Rehabilitation

(*Continued from page 1003*)

two-year courses that have been established in The Netherlands to train supervisory personnel.

Future Seminars—The World Commission on Vocational Rehabilitation plans to conduct a seminar on sheltered employment in 1964 in Sweden and another seminar on vocational rehabilitation at the time of the International Society's Third Pan-Pacific Conference in April 1965 in Tokyo.

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench finds Labour Relations Board did not exceed jurisdiction in ordering second representation vote. Sask. appeal court upholds finding of unfair practice

In Quebec, the Court of Queen's Bench, allowing an appeal from the judgment of the Superior Court, dismissed an application for a writ of prohibition and upheld the Labour Relations Board's decision ordering a second representation vote as being within the Board's jurisdiction.

In Saskatchewan, the Court of Appeal ruled that the Labour Relations Board's order finding an employer to be engaged in unfair labour practices under the Trade Union Act was within the Board's jurisdiction and thus not open to any judicial review.

Quebec Court of Queen's Bench . . .

. . . upholds Board's decision to cancel one and order second representation election

On July 16, 1962, the Quebec Court of Queen's Bench denied a writ of prohibition and ruled that the Labour Relations Board did not exceed its jurisdiction in setting aside the results of one representation vote and ordering another ballot in order to ascertain a bargaining agent.

In November 1957, the International Association of Machinists applied to the Labour Relations Board for recognition under the Labour Relations Act as a bargaining agent for the employees of Fleetwood Corporation (formerly known as Electrical Products Mfg. Co. Ltd.). On December 10, 1957, the Board ordered the holding of a representation vote.

In the voting, which took place on December 20, the majority vote went against the Machinists and the union protested against allegedly unfair tactics of the company. The Board, after a report by its inspectors, on January 14, 1958 rendered its decision, by which the Board cancelled the results of the representation vote of December 20 and ordered a new vote within 10 days.

At about the time when the Machinists applied for recognition, a group of the company's employees formed an association under the name of "L'Association des employés de Fleetwood—Fleetwood Employees' Union," which also applied for recognition. But the application reached the Board too late to be considered when the first ballot was ordered. Later, some officers of the Fleetwood Employees' Union applied for a writ of prohibition against the Board's decision ordering the second vote.

On April 27, 1960, Mr. Justice Bertrand of the Superior Court, adopting most of the arguments advanced in the petition, held that the Board had exceeded its jurisdiction in setting aside the representation vote already held and ordering a new vote, in prohibiting propaganda and in deciding that the same list of voters should be used in the new vote as in the first one.

The decision of the Superior Court was appealed by the Labour Relations Board, which took particular exception to the part of the judgment that stated that the Board arbitrarily discriminated against the petitioners and the association which they represented and that the Board committed illegalities amounting to the abuse of power, placing the action of the Board outside its jurisdiction.

Before the Court of Queen's Bench, much of the discussion was concerned with the so-called "privative clause" in the Labour Relations Act, which, in Section 41a of the Act, provides that the decisions of the Board shall be without appeal and cannot be revised by the Courts, and that no writ of *quo warranto,* of *mandamus,* or *certiorari,* of prohibition or injuction may be issued against the Board or against any of its members acting in their official capacity. The trial judge found that this section did not apply because the members of the Board had acted outside its jurisdiction and consequently not in their official capacity.

In the Court of Queen's Bench, Mr. Justice Montgomery, in his reasons for judgment, did not find it necessary to decide this point because, in his view, disregarding Section 41a, this was not a case where a writ of prohibition should have been issued. In his view, the function of the Board with which the Court was concerned was to determine whether an association

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of employees has the right to be recognized. For this and other purposes the Board has broad powers of investigation and regulation. In particular, it may order a vote by secret ballot.

Consequently, Mr. Justice Montgomery considered that the Board has jurisdiction to order the taking of a second ballot if it finds it necessary and to prescribe conditions for the holding of such a ballot, and he ruled that there had not been any excess of jurisdiction.

Another argument for issuing a writ of prohibition was based on Section 41b, which reads:

S. 41b. The Board, before rendering a decision on the cancellation or revision for cause of a decision or order rendered by it or of any certificate issued by it, shall permit the parties to be heard and for such purpose give them, in the manner it may deem proper, notice of at least five clear days of the date, hour and place where they may be heard.

If either of the interested parties so summoned fails to appear in order to be heard or refuses to be heard at the sitting called for the day and hour mentioned in the notice, or at any other sitting to which the hearing of the matter may have been adjourned by the Board, the latter may nevertheless proceed with the instruction of the matter and no judicial recourse whatsoever may be founded on the fact that it has so proceeded in the absence of such interested party.

Mr. Justice Montgomery stated that Section 41b has no application to the case at bar. The Board had not cancelled or revised any decision previously made. The only previous decision was that of December 10, ordering the holding of a vote. The vote was in fact held. The decision did not state that any result would automatically follow. Mr. Justice Montgomery could not see that it was in any way cancelled or revised by the decision to hold a second vote.

Regarding the Board's alleged disregard of the Fleetwood Employees' Union, he stated that this union had no acquired rights and its petition for recognition was received by the Board some six weeks after that of the Machinists. The question as to whether the Board acted wisely or unwisely in this case did not arise. It is sufficient that it acted within its jurisdiction.

The Court of Queen's Bench, in a unanimous decision, allowed the appeal from the judgment of the Superior Court granting a writ of prohibition, and restored the decision of the Labour Relations Board ordering a second representation vote. *La Commission de Relations Ouvrières de la Province de Quebec v. Vezina and others, and Electrical Products Mfg. Co. Ltd. and others,* (1963) R.J.B.R. No. 6, p. 531.

Saskatchewan Court of Appeal . . .

. . . declines to order quashing of Board's order on issue within its jurisdiction

On March 8, 1963, the Saskatchewan Court of Appeal dismissed an application for a court order to quash an order of the Saskatchewan Labour Relations Board in which the Board found that the employer had engaged in unfair labour practices. The Court ruled that the allegation of error on the part of the Board was one on an issue within the Board's jurisdiction. Consequently, the order was not open to any judicial revue, including *certiorari*.

Local 4235, United Steelworkers of America, was certified bargaining agent for a unit of workers employed by Westeel Products Limited, Saskatoon, and concluded a collective agreement dated May 15, 1959, which contained provisions relating to adjustment of grievances, seniority and other matters. On June 7, 1961, three employees submitted layoff grievances, which the employer and its agent refused to entertain.

The union instituted proceedings before the Labour Relations Board for an order determining whether unfair labour practices had been practised by the employer contrary to the Trade Union Act. The union argued that, since the employer and its agent had refused to negotiate for settlement of the grievances, it was guilty of an unfair labour practice under the Trade Union Act.

After a hearing on the union application, the Board found on November 23, 1961 that the collective agreements dated May 15, 1959 and May 15, 1961, containing provisions for grievance settlement, bound the parties, and that the failure of the employer to entertain the layoff grievances had constituted an unfair labour practice within the meaning of the Act.

The employer, in *certiorari* proceedings, made an application to quash the order of the Labour Relations Board. It was contended for the employer that when the alleged grievance arose on June 7, 1961, no collective bargaining agreement existed, since the one concluded on May 15, 1959 had terminated on May 6, 1961, and as a result there was no unfair labour practice on the part of the employer or its agent in failing to entertain the alleged grievances. Moreover, it was contended that the Board did not have the jurisdiction to deal with and adjudicate upon the grievance.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, held that the question to be determined was whether the alleged error the employer relied on was one that went to the Board's jurisdiction

or was one on an issue within the Board's jurisdiction. If the latter case applied, then the order was not open to judicial review.

Mr. Justice Culliton ruled that the record showed that two collective bargaining agreements existed, one effective May 15, 1959 and the other effective May 15, 1961. The latter agreement, he held, was in force on September 29, 1961, when the union applied to the Board for an order. In addition, he ruled that, although the union's application referred only to the 1959 agreement, "it was for the Board to determine the effect to be given to the respective agreements as related documents."

Mr. Justice Culliton decided that the Board had the jurisdiction to undertake the inquiry and to make the order it made. Consequently, the employer's allegation was not one of jurisdiction, but rather that the Board, having properly entered upon the inquiry, miscarried in the course of the inquiry. He added that if the Court were to entertain the application by way of *certiorari, it* would be assuming an appellate function which it is not permitted to do. He therefore dismissed the application with costs. *Re Westeel Products Ltd. and Saskatchewan Labour Relations Board*, (1963), 39 D.L.R. (2d), p. 108.

Recent Regulations under Provincial Legislation

British Columbia increases minimum rates in offices, garages, service stations and laundry, cleaning and dyeing industry. Newfoundland issues new general minimum wage order and P.E.I. establishes minimum wage rates for female laundry workers

In British Columbia, new minimum wage orders for office workers and for employees in the laundry, cleaning and dyeing industry established a general minimum of $1 an hour and require the payment of time and one half the regular rate after 40 hours in a week. A revised order for the automotive repair and gasoline service station industry set a minimum wage of $2 an hour for automotive mechanics and of $1 an hour for other employees in the industry.

In Newfoundland, two general orders issued in 1955 were replaced by a new order that set a minimum of 70 cents an hour for male employees over 17 years of age and of 50 cents for women.

A new minimum wage order for women issued by the Prince Edward Island Labour Relations Board set a minimum wage of 55 cents an hour for experienced female laundry workers and of 50 cents for persons on probation.

Other recent regulations dealt with the transportation of radioactive substances in Alberta, wages of apprentice barbers in Ontario, and gas appliances in British Columbia.

Alberta Public Service Vehicles Act

In Alberta, new requirements governing the transportation of radioactive substances by road were added to the regulations under the Public Service Vehicles Act and gazetted on July 31 as Alta. Reg. 295/63.

The new provisions forbid any person to transport any radioactive substances in a public service vehicle without a permit from the Highway Traffic Board. The issuance of a permit is conditional upon the filing by the carrier of insurance satisfactory to the Board.

A permit is valid only if the radioactive substance is packed, handled, labelled and transported in accordance with relevant statutes or regulations of the Government of Canada or its duly authorized agencies, including any regulations of the Alberta Department of Public Health.

"Radioactive material" is defined as any material that spontaneously emits ionizing radiation and of which the radioactivity per gram exceeds 0.002 microcurie, as defined by the International Atomic Energy Agency, Vienna, 1961.

British Columbia Gas Act

British Columbia has amended its regulations under the Gas Act governing the installation of gas piping, appliances and venting. Gazetted as B.C. Reg. 124/63 on August 8, the amendments, although mainly technical in character, include several new control provisions.

One new requirement stipulates that only a welder certified under the Boiler and Pressure Vessel Act may do welding on house piping. (House piping is defined as the gas piping in any premises beyond the outlet of the meter and the gas piping in any premises ahead of the meter that is not installed by or on behalf of the gas company).

No one may cause or permit a gas appliance to be fired at an input rating in

excess of that approved by a departmental inspector or a local inspector.

It is now forbidden to install a gas-fired appliance in a commercial garage where vehicle maintenance is done, unless it is adequately protected against possible damage and the burner is at least three feet above the floor of the working area.

The Canadian Standards Association and the Underwriters' Laboratories of Canada are now recognized as approval agencies for gas-fired commercial or industrial appliances, in addition to the Canadian Gas Association. If a commercial or industrial gas-fired appliance does not bear the approval seal of one of these agencies, a gas fitter must, before commencing its installation or reinstallation, ascertain that an application for its certification has been made to the Gas Inspection Division of the Department of Public Works.

Every person who imports into or manufactures a gas appliance in British Columbia must now have it certified by the Gas Inspection Division. Previously, such approval was the responsibility of the seller or, if no sale was involved, the contractor.

British Columbia Male and Female Minimum Wage Acts

In British Columbia, new minimum wage orders for office workers and for the laundry, cleaning and dyeing industry gazetted on August 22 increased the minimum wage from 75 cents to $1 an hour. A revised order for the automotive repair and gasoline service station industry gazetted the same day set a minimum wage of $2 an hour for automotive mechanics and of $1 an hour for other employees in the industry.

All three orders permit the payment of lower minima during the first three months of employment. A fourth order rescinded a 1949 minimum wage order for the grass dehydration industry, which had set a minimum of 60 cents an hour.

The new rates for the laundry, cleaning and dyeing industry and for the automotive repair and gasoline service station industry went into force on September 30. The revised order for office workers took effect on October 7.

Coverage

The coverage of the orders is unchanged. The new order for office occupations (B.C. Reg. 151/63) applies to all office workers, including accountants, attendants in physicians' and dentists' offices, auditors, bookkeepers, cashiers, checkers, clerks, comptometer operators, draughtsmen, invoicers, stenographers, typists, switchboard operators and persons operating other types of office equipment.

The revised order for the laundry, cleaning and dyeing industry (B.C. Reg. 148/63) governs all persons in the industry.

The order for the automotive repair and gasoline service station industry (B.C. Reg. 150/63) applies, as before, to all operations in the construction, reconstruction, alteration, repair, overhaul, painting, cleaning, washing or reconditioning of vehicles powered by internal combustion engines, as well as to retail gasoline service stations, gasoline pumps or retail outlets where gasoline is sold. The order does not, however, apply to persons employed in the production-line or assembly-line manufacture or reconditioning of automobile parts for resale, nor does it cover automobile salesmen, office employees, watchmen or janitors.

All three orders again exclude persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act.

Minimum Rates and Overtime

As indicated above, the general minimum for office workers and for employees in the laundry, cleaning and dyeing industry has been increased from 75 cents to $1 an hour, bringing the minimum for these employees into line with that payable in the mercantile, manufacturing, fish processing, hotel and catering and fresh fruit and vegetable processing industries.

In line with the usual practice, some exemptions from the $1-an-hour minimum are provided. Both the order for offices and the order for the laundry, cleaning and dyeing industry permit the payment of lower rates during the first three months of employment without the employer's having to obtain a permit from the Board of Industrial Relations. The minimum for inexperienced workers is now 85 cents an hour during the first month of employment, increasing to 90 cents the second month and to 95 cents the third month. As in other recent orders, a months employment is defined as a period of 22 working shifts. Under the previous orders, learners' rates were payable only to persons with permits from the Board but the learning periods were shorter—two months in offices and six weeks in the laundry, cleaning and dyeing industry.

In the automotive repair and gasoline service station industry, the rate for skilled employees has been increased from 90 cents to $2 an hour. This new rate applies to

employees doing the work usually done by journeymen, including mechanics, machinists, metal-men, painters, electricians, radiator-men, battery-men, body-men, forgers, vulcanizers, trimmers and welders.

Other employees in garages and service stations must be paid $1 an hour, instead of 55 cents, except during the first three months of employment in the industry, when the minimum is 85 cents, 90 cents or 95 cents an hour, depending on experience.

Following the usual custom, all three orders make an exception for a part-time worker, apprentice or handicapped employee with a special permit from the Board authorizing him to work for less than the minimum wage. All three orders provide that such an employee must be paid the rate specified in the permit.

A new feature of the revised orders for offices and for the laundry, cleaning and dyeing industry is that time and one half the regular rate is now payable after 8 hours in a day and 40 hours in a week. Previously, this premium rate was payable after 8 hours in a day and 44 in a week.

An exception from the 40-hour standard is permitted in places where, in accordance with the Hours of Work Act, the Board has approved an agreement between the employer and the employees to average hours over a fixed period. In such cases, an office worker or an employee in the laundry, cleaning and dyeing industry is entitled to the premium rate for all hours worked in excess of an average of 40 hours a week in the specified period.

The overtime provisions in the order for service stations and garages are unchanged. The premium rate is again payable after 8 hours in a day and 44 in a week, with the usual provision for exceptions in cases whereby, by agreement, hours are averaged over a fixed period.

Daily Guarantee

The daily guarantee provisions in the three revised orders are similar to those in other British Columbia minimum wage orders. An employee must be paid at his regular rate of pay for all time spent at his workplace in response to a call from the employer, with a minimum of two hours pay for reporting for work and four hours if he commences work, subject to the usual qualifications.

School students reporting for work on a school day are entitled to at least two hours pay at the regular rate.

Deductions

The order for the laundry, cleaning and dyeing industry again includes a provision prohibiting an employer from making a deduction from an employee's wages for unsatisfactory work or for accidental damage to any article.

Hours and Weekly Rest

Subject to the exceptions provided in the Hours of Work Act, hours are again limited to 8 in the day and 44 in the week.

In offices, the working hours of persons employed on a split shift arrangement must, as before, be confined within 12 hours immediately following commencement of work. As formerly, the Board may approve an arrangement permitting a switchboard operator who resides on the employer's premises to take emergency calls between the hours of 10 p.m. and 8 a.m.

The weekly rest provisions are unchanged. Office workers and employees in the laundry, cleaning and dyeing industry are again entitled to a weekly rest of 32 consecutive hours, which may be varied by the Board upon the joint application of the employer and the employees concerned.

In the automotive repair and gasoline service station industry, however, employers, although required to observe the hours of work provisions, are not obliged to give their employees a weekly rest.

The three new orders contain the usual provisions respecting semimonthly pay, the posting of orders and work schedules and the keeping of records and employee registers.

Newfoundland Minimum Wage Act

A new order under the Newfoundland Minimum Wage Act set a minimum wage of 70 cents an hour for male workers over 17 years of age and of 50 cents for females over 17, effective November 1.

The new order, which was gazetted on October 8, replaced two 1955 orders that set a minimum wage of 50 cents an hour for males over 17 years and of 35 cents for women.

The new minimum rates apply to all employees over 17 years of age, whether paid by the hour or on a weekly or monthly basis, except persons employed in farming, market gardening or in domestic service in a private home. (Private home is again defined as a residence other than a place where board and lodging is provided for more than two persons for remuneration and as a business).

As before, the order requires the payment of time and one half the minimum rate for overtime work. If an employee is paid on an hourly basis, this premium rate is again payable for all time worked in excess of eight hours in the day and for all time worked on a Sunday. Employees who are

paid on a weekly or monthly basis must be paid the overtime rate for all time worked in excess of 48 hours in a week.

The overtime provisions do not apply, however, to persons subject to the Hours of Work Act, 1963, which sets a higher overtime standard. This Act, which regulates working hours and employment conditions in shops, requires shop employees throughout the province to be paid time and one half for all time worked in excess of 8 in the day and 40 in the week.

Ontario Apprenticeship Act

In Ontario, an amendment to the apprenticeship regulations dealing with minimum wages of apprentice barbers was gazetted on September 14 as O. Reg. 244/63.

The minimum wage now payable to an apprentice barber during the first year of apprenticeship is 50 per cent of the journeyman's rate instead of 40 per cent. As before, this must be increased to 70 per cent the second year and to 90 per cent the third year.

P.E.I. Women's Minimum Wage Act

The Prince Edward Island Labour Relations Board recently issued its first province-wide minimum wage order for women, establishing a minimum wage of 55 cents an hour for experienced female laundry workers and of 50 cents an hour for persons on probation.

Issued under The Women's Minimum Wage Act, the new order was approved by Minute-in-Council 582/63 and gazetted on September 28, to take effect 10 days after date of publication.

The new order covers all female laundry workers except office staff. In the order the term "laundry" means any commercial establishment where household soft goods or articles of wearing apparel are cleaned, but it does not include a dry cleaning plant.

As indicated above, the order sets a lower minimum for persons on probation. For a period not exceeding 30 calendar days from the original hiring date, a female laundry worker on probation may be paid a minimum of 50 cents an hour. After the expiration of this probationary period, the regular minimum of 55 cents an hour applies.

The order specifies that female laundry workers are to be paid for all time spent on the employer's premises on call or available for work.

The employer is expressly prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday, if a female laundry worker works the scheduled working days in the week in which the holiday occurs, or, if the holiday falls on a Monday, if the employee has worked the last scheduled working day immediately prior to the holiday. A female laundry worker who works on a statutory holiday must be given one day off, without deduction, within the next 14 days, the order further providing that the statutory holiday or the day in lieu thereof is to be considered as a working day for purposes of the order.

Female laundry workers are entitled to a weeks vacation with full pay after one year of continuous employment and to two weeks after two years.

The order also prohibits deductions from wages for time lost due to sickness in excess of one days duration, provided the female laundry worker presents the employer with a doctor's certificate verifying the illness. The order states, however, that no compensation is payable for the first days illness. According to the order, sick leave is to be available and is to accumulate at the rate of one day for each month of employment to a maximum of fourteen days.

Two earlier orders for women applicable only in the Charlottetown and Summerside areas set a minimum of $21 a week for experienced waitresses and of $18 for waitresses on probation. These minima were based on a work week of 48 hours or on the normal number of hours worked if less than 48.

The Women's Bureau of the Department of Labour last month was visited by two Japanese women whose trip to Canada was sponsored by their country's Ministry of Education as a feature of their Women's Social Education Section.

The visitors were Mrs. Kiku Fukuchi, President, Federation for the Welfare of Mother and Children, Saga Prefecture; Miss Aayako Ohashi, President, Alumnae Association of Kumamoto Women's Organizations, Shiga Prefecture.

After a week's study tour in Ottawa they made visits of similar duration to Toronto and Vancouver.

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit number 192,500 on August 30, about 10 per cent fewer than month earlier and slightly below figure at end of August 1962, statistics show

Claimants for unemployment insurance benefit numbered 192,500 on August 30.* This figure was about 10 per cent below the total of 219,000 on July 31, and slightly below the figure of 198,700 on August 31, 1962.

The proportion of males was the same, 65 per cent, on all three dates.

Initial and renewal claims filed during August numbered 86,200—almost 25 per cent fewer than the July total of 112,900, and 13 per cent below the August 1962 figure of 98,800.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was estimated at 141,900, compared with 150,800 in July and 157,100 in August 1962.

Payments during the month totalled $14,000,000, compared with $15,500,000 in July and $15,900,000 in August 1962.

The average weekly payment per person was $23.50 in August, $23.37 in July and $22.97 in August 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,614,740 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On August 31, registered employers numbered 337,769, an increase of 862 since July 31.

Enforcement Statistics

During August, 10,322 investigations were conducted by enforcement officers across Canada. Of these, 6,793 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 196 were miscellaneous investigations. The remaining 3,333 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 280 cases, 144 against employers and 136 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,188.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled $29,579,-502.02, compared with $31,811,728.95 in July and $30,483,837.79 in August 1962.

Benefits paid in August totalled $14,007,-036.69, compared with $15,506,193.60 in July and $15,878,046.40 in August last year.

The *credit* balance of the Fund on August 31 was $7,100,864.83; on July 31 there was a *debit* balance of $8,471,600.50. On August 31, 1962, there was a *credit* balance of $59,833,764.42.

This was the first month since March of this year that the Fund has had a credit balance. The lowest point was reached in May, when the debit balance was $37,181,-721.58.

* *See* Tables E-1 to E-4, pages 1057 to 1059.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Activity of the National Employment Service showed a marked seasonal increase during September.

Vacancies notified by employers to NES offices during the month were up to 148,300, a number 1.0 per cent greater than that a year earlier. The improvement was the result of a 3.4-per-cent increase, to 99,500, from September a year ago in the number of male vacancies. This increase more than offset a decrease of 3.6 per cent in female vacancies.

At the end of September, vacancies notified since the beginning of the year reached a total of 1,072,700, less than the total for the same period in 1962 but more than in any other year since 1956.

During September, 126,100 placements were effected, a number 6.1 per cent smaller than that during September a year ago but more than during any other September since 1944. Male placements, at 87,400 or 69.3 per cent of the total, recorded a year-to-year loss of 4.6 per cent—significantly less than the 9.4-per-cent decrease for females.

Some 14,900 or 11.9 per cent of the placements in September involved the movement of workers from one local office area to another. This was a considerable increase from the previous month and was due to large-scale movements of harvest workers, which normally take place in September. In the Pacific region, a substantial increase in total placements from a year ago was recorded as a result of increased hirings of harvest workers.

Percentage year-to-year changes in placement totals for the regions were as follows: Atlantic —7.6, Quebec —8.8, Ontario, —12.8, Prairie —0.2, Pacific +19.1.

Placements at the end of the third quarter of 1963 reached a total of 866,700. This was 13.5 per cent lower than for the same period in 1962 but well above every previous year since 1945.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2227, Sept. 11, 1963

Summary of the Main Facts: The claimant filed an application for benefit on May 2, 1962. She was registered for employment as a cashier, the occupation she had followed from September 1961 until April 28, 1962 in the small village in which she lived. Her salary had been $30 a week.

She said she had been laid off because her employers had wanted her to work part-time beginning April 30. She explained that she had to have a full-time job because her husband, a musician, worked only two days a week.

She explained also that on the two days that he worked her husband needed the car, and therefore she was unable to accept work in the nearest large city. And, she said, "I am available only for full-time work."

The claim was allowed, effective April 29, 1962.

The local office attached the following note to the application; the claimant signed the note.

[The claimant] states that she is not available for work in [nearest city] because she has no transportation. Opportunities for employment [in her village] are limited, as employers in that area do not contact us for personnel.

In the course of an investigation on September 21, the claimant said the reason the unemployment insurance officer did not find her when he visited the village was that "he did not call at the right house." She stated she had been available for employment in or around her village and didn't particularly want to work in the nearest city because it was too far to commute. She added:

My mother owns a store in [a nearby town] and does dressmaking and alterations. I go there one day a week and am learning to sew and make alterations, also to knit, with the object in mind of being able to earn some money. I have not earned any money yet . . .

On October 26 she made and signed a statement that since filing her claim she had been available for work only in her village because she had no transportation to the city as her husband needed the car, that she had never inquired about buses to the city, and that she visited her mother once a week to learn sewing and knitting. "I do not help her in her store."

She stated also that she had inquired about job opportunities in the few stores in her village "from people I know" but not from the owners, that she was ready to accept any employment in the village "for at least $30 a week" and that she was available for full-time work.

I have been going to my mother's once a week since the beginning of July 1962 for one day every week to learn sewing. Last week I did not go because my husband has been sick and I have to look after him. He is still sick. Today I had to hire a person in order to be able to report to this office.

On December 28, the insurance officer disqualified the claimant (*a*) one day a week commencing July 1, 1962, and (*b*) from September 23, 1962 because, in his opinion, she had failed to prove that she was available for work (*a*) as she was visiting her mother one day every week and (*b*) as she was nursing her husband during his illness.

In her appeal to the board of referees dated January 10, 1963 she said, regarding the first disqualification, "You claim that I was disqualified because I was good enough to pay a visit to my mother, 15 miles away, once a week. Where is the offence in that?" About the second disqualification she said:

Another faulty disqualification. My husband had a cold and was confined to bed for 2 days. It was during these days that you asked me to present myself at your office and for nothing. I hired a driver and was in your office for the time you called me . . . .

The claimant was not present and was not represented when the board of referees heard her case on February 26. The Board unanimously dismissed the appeal, stating:

. . . The board is of the opinion that the claimant has not proven that she was available for work for one day a week beginning week commencing 1 July 1962 and subsequently, because she was leaving her residence on this one day without any means left for the local office to reach her if required, and was engaged during that day in learning to sew and knit.

The board is also of the opinion that the claimant has not proven that she was available for work on the 23 September 1962 and subsequently, because she has indicated that she was required at home to care for her husband and has not shown any proof, as requested, that she no longer is required, such as a medical certificate showing the state of health of her husband . . .

In a letter received in the local office on March 27, the claimant wrote that she hadn't appeared before the board "because I didn't know I had to." She wrote also: "I have paid insurance for some time, I don't known why I can't get it back just like the others." She declared that the local office's statements were not true, and added:

I was leaving my residence to go to my mother to visit her, not to learn how to sew. I know how to sew, as I was taught in school . . . .

You also say I was not available on 23 of Sept. because my husband was sick. Did you on 23 of Sept. try to reach me and did not? On Sept. 23 I was due to your office and I was there. My husband was not under medical care as you have referred to, all he had was a cold and he couldn't go out, but he could stay alone. I repeat: What I have said is true. I would like to know when your next meeting or oral hearing [will be]. I would like to be present.

On March 30, 1963, the claimant applied for leave to appeal to the Umpire, which was granted by the chairman of the board of referees. On the basis of the explanation given by the claimant in her letter received on March 27, 1963, however, the insurance officer submitted her case again to the board of referees. The board reheard the case on May 9, 1963. Its unanimous decision reads:

The claimant appeared before the board together with her husband . . . . The claimant in oral evidence denied that she visited her mother each week for a day to learn sewing and knitting, and she produced a high school certificate indicating that she knows how to sew. She further gave evidence that although she had been employed by I.G.A. for a period of five years at [nearby town], she had made no attempt to apply for employment in this town or with the I.G.A. Her personal attempts to secure employment were limited to [her village] and the immediate area. She specifically stated that she was not willing to work in the [nearest city] area . . .

1. The board submit that the claimant, from the weight of evidence, was absent one day per week;

2. The board submit that the claimant gave sufficient evidence to establish that although her husband was sick with a cold, this did not require her full-time attention and the original decision of the board was erroneous in this aspect only;

3. In oral evidence the claimant stated that she was not willing to work in [nearest city] and that she had not sought work other than the immediate area of [her village], and this would lead us to the conclusion that the claimant is not presently nor has been available for work since 23 September 1962.

On June 13, 1963, the Chief of the Adjudication Division of the Unemployment Insurance Commission submitted the following for consideration by the Umpire:

1. The board concluded from the evidence that the claimant was not available for work for personal reasons for one day per week commencing 1 July 1962. It is submitted that this disqualification should not be disturbed.

2. When the case was reheard, the board of referees decided that the grounds for the disqualification under section 54(2)(a) commencing 23 September 1962, were not applicable. However, the board concluded that, as the claimant was continuing to restrict her availability for work to the immediate vicinity of [her village], she was not available for work and that she had not been available for this reason since 23 September 1962.

3. It is therefore submitted that the unanimous decision of the board of referees should be upheld and the claimant's appeal be dismissed.

Considerations and Conclusions: On the facts before me, I see no valid reason to remove the disqualification which was imposed on the claimant by the insurance

officer for one day per week commencing July 1, 1962. The claimant has adduced no evidence to show that she had made reasonable arrangements to be reached by the local office on the days she was visiting her mother and to return immediately and report to that office in the event of a call regarding an opportunity of suitable employment.

With respect to the disqualification that was imposed on the claimant as from September 23, 1962, I consider that the unanimous decision of the board of referees was justified in that, as the claimant had restricted her availability for work to the immediate vicinity of a small village and to employment involving a salary of "at least $30 per week", and during the five months or so which had elapsed since she had become unemployed, had been unable, either through her own efforts or those of the local office, to secure employment of the kind she desired, she had been given a sufficient period in which to explore the conditions of the labour market of the area in question.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2232, Sept. 12, 1963

(Translation)

Summary of the Main Facts: The claimant filed an initial (postal) application for benefit on December 17, 1962, and registered for employment as a plumber's helper. He had lost his job on December 8 because, he said, "the work was terminated. We could no longer work due to the cold weather."

On February 8, 1963, the local office notified the claimant that there was a vacant job as apprentice-helper on the dam which Hydro Québec is building on the Manicouagan river. This was day-time employment, the probable duration of which would be from ten to twelve months, at an hourly salary of $1.84, which is the prevailing rate in the district for that kind of work. The work day was ten hours, with a 60-hour week. The distance between the place of employment and the residence of the claimant was 250 miles, and the cost of transportation by air was $35.

The claimant accepted the job offered to him but later refused it. The local office reported that he had come to the office to receive his benefit "in order to join the employment to which he had been referred; he had accepted it, he was ready to leave and the employment had been confirmed to us by the recruiting office of Hydro Québec."

On February 23, the claimant replied as follows to a request for information:

I am answering your letter which I have just received concerning my employment which was to have started on February 10. It was to work on the Manicouagan river, or 150 miles, and in order to do so, I needed clothes to the extent of $75 to $100 apart from the travelling expenses.

I tried everywhere to obtain money to make the trip, and I came back to zero—unable to go to work. It is pretty hard to live on unemployment insurance—just enough to live with a wife and one child. If you wish to finance me to the extent of $150, I am willing to leave at any moment; otherwise, send my cheque as soon as possible, because I need it very badly.

On March 5, the insurance officer disqualified the claimant from February 10 to March 23 because he had refused to accept suitable employment after learning that such a position was vacant or about to be vacant (section 59(1) of the Act).

On March 7, 1963, the claimant appealed to a board of referees. In his appeal, he said, among other things:

...You people believe that a man can go away without a cent in his pockets and without anything to eat....I told the girl at the employment office that I would need money to go. I have no clothes. She told me that I did not have to go if I had no money or clothes; I went to obtain my week at the unemployment office, and they refused. I told her that I could not go there.

The board of referees met on April 3 for the purpose of hearing the case. The claimant was not present nor represented. The majority decision of the board reads in part as follows:

...We believe that, being assured of future and very remunerative employment, the claimant certainly could have found someone who would have loaned him the necessary money. This was employment in his line, with a very reasonable salary, and in a few days of work he could have refunded the money he had borrowed.

The board of referees, in a majority decision, therefore, considers that the claimant did not act in such a manner as to be able to accept the suitable employment which was offered to him, and consequently maintains the decision of the insurance officer.

The dissenting member expressed the following opinion:

The claimant, who was laid off....due to extreme weather conditions, always retained his job in spite of the bad weather he had to face, and one can assume that if the job had not left him, he would not have left it.

It must be noted that the salary of the claimant while working...was reasonable, but insufficient to allow him to save money, taking into consideration normal expenditures.

According to the remarks of the local office, the claimant had accepted the position and was getting ready to leave, probably hoping that he would receive some advance or loan. If his efforts proved unsuccessful—as he declares in

his letter of February 23, 1963—can he be held personally responsible? Can we humanly oblige the claimant to deprive his wife and child of their meager momentary allowance in order to incur the expenses occasioned by a 150-mile trip and by the purchase of suitable clothes for his future work? . . .

Due to those facts, I believe that the claimant was justified in not having accepted the job which was offered to him, and consequently, he should not have been disqualified under such circumstances.

On May 13, the claimant appealed to the Umpire on the following grounds:

After receiving the decision of the board of referees, I think that it was unfair to render that judgment. I tried everywhere to obtain the necessary funds to pay transportation costs and others. Two or three persons could have loaned me the necessary money—at that time of the year, things were not prosperous; that is why I came back to zero. The members of the board of referees claim that I did not do everything possible, to find the money; I would have liked to see them in my shoes . . .

On June 20, 1963, the Chief of the Adjudication Division of the Unemployment Insurance Commission forwarded to the Umpire, together with the appeal file, the following statement:

1. The claimant, who lives in a locality which is remote from any industrial centre, held the last time a seasonal employment of two months' duration; he had been unemployed during two months when his local office offered him suitable employment similar to his ordinary work and of a duration of ten to twelve months at the prevailing rate of pay in the district.

2. The claimant refused the employment which was offered to him, pretexting that he did not have the necessary money to buy clothes and pay his transportation costs. This does not constitute good cause for refusing suitable employment (CUBs 825 and 1286). Furthermore, the transportation costs are not excessive in view of the probable duration of the employment (CUBs 1289 and 1689A).

3. We respectfully submit that the majority decision of the board of referees must be confirmed and the claimant's appeal disallowed.

Considerations and Conclusions: The claimant has adduced no corroborating evidence to support his statements that he did everything he could in order to obtain the money which would have allowed him to accept the suitable employment which the local office offered to him on February 8, 1963. Therefore, I must share the opinion of the majority members of the board of referees, which is to the effect that the claimant has not proved he had good cause for refusing the employment in question.

However, after taking into account the remarks made by the dissenting member of the board and all the extenuating circumstances which existed in this case, I decide to reduce the period of disqualification to three weeks.

But for this modification of the period of disqualification, the appeal is dismissed.

Directory of Canadians Studying in United States, 1963-64

The *Directory of Canadians Studying in the United States, 1963-64*, the seventh annual report in a series published by the Department of Labour to assist Canadian employers in their recruitment of professional staff, is now available.

The Directory is based on replies to a survey of students carried out earlier this year from mailing lists supplied by the Institute of International Education, New York, and by the Civil Service Commission, Ottawa.

In addition to providing for Canadian employers a list of Canadian students studying in the United States, the Directory supplies a listing of postgraduate theses being undertaken by the students.

The 1963-64 Directory contains information on about 1,000 undergraduate and 800 postgraduate students. For each student, it lists the following: full name, year of birth, permanent mailing address, degree, expected year of graduation, university, and field of study. For postgraduate students, the thesis topic is shown, where this information was supplied.

A copy of the Directory may be obtained without charge from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

CORRECTION—A numeral was inadvertently dropped from the memorandum of settlement included in the report of the board of conciliation in the dispute between five stevedoring companies and the International Longshoremen's Association that was reproduced in the September issue. In column 1, page 807, in the penultimate line of the proposed clause 5.11, the companies' contribution to the health and welfare fund should be 15 cents, not 5 cents as printed.

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 234 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 195 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 206 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	130	$1,216,025.00
Post Office	8	161,151.05
Public Works	6	85,791.00
Royal Canadian Mounted Police	5	17,051.35

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of $3,534.86 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 87 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in September

DEPARTMENT OF AGRICULTURE

Near Outlook Sask: Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd & Poole Construction Co Ltd, construction of spillway crest, South Saskatchewan River Dam (Contract No 34); Saskatchewan Cement Co Ltd (Division of Inland Cement Co Ltd), supply & delivery of cement for SSR Project (Contract 35); Canada Cement Co Ltd, supply & delivery of cement for SSR Project (Contract 35).

CENTRAL MORTGAGE AND HOUSING CORPORATION

New Glasgow, Trenton & Stellarton N S: Lawrence Scaravelli, basement repairs, regrading around basement walls, regrading & regravelling driveways. *Montreal Que:* Planned Renovators, exterior painting of housing units, Parc Royal; Larocque & White, redecking balconies, Place Benoit, Parc Royal & Terrasse Belleville Apartment Projects; Charney Bros Inc, exterior painting of housing units, Le Domaine Housing Project; Sestock Construction Ltd, installation of window wells, fencing & general repairs, Cloverdale Park Apartment Project. *Kapuskasing Ont:* Vroom Construction Ltd, construction of rental housing units, site improvement & planting (FP 1/63). *Pinawa Man:* Brincheski Bros Ltd, supply & placement of granular fill for town centre, AECL Job 47.

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Sarto Cote, construction of school & staff residence, Mistassini IR. *Battleford Indian Agency Sask:* A G Fonda, construction of road, Saulteaux IR No 159. *Shellbrook Indian Agency Sask:* Wm Stoesz, construction of school, Ahtahkakoops IDS, IR 104. *Lesser Slave Lake Indian Agency Alta:* Walter Schmidt Construction, construction of residence & addition, Horse Lake Reserve. *Saddle Lake Indian Agency Alta:* Hamilton Construction Co Ltd, construction of earth fill dam, Cold Lake IDS, Cold Lake Reserve. *Fort St John Indian Agency B C:* Hirtz Bros Construction, construction of access road, Doig River IR No. 206.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Diamond Construction (1961) Ltd, repairs to runway 06-24, RCAF Station. *Dartmouth N S:* Steen Mechanical Contructors Ltd, replacement of valves & expansions joints in distribution system, Shannon Park; Stevens & Fiske Construction Ltd, construction of access road, fusing & arming points for new magazines, HMCS *Shearwater. Shearwater N S:* Trynor Construction Co Ltd, resurfacing of station & PMQ roads & driveways. *Sydney N S:* Leonard Construction Co Ltd, shingling of bldg No 2, Point Edward *Naval Base. McGivney N B:* E J Ludford Line Construction Ltd, renovations to electrical distribution system, Camp. *Renous N B:* M F Esson & Sons Ltd, construction of sewage disposal system, RCN Ammunition Depot. *St Margaret's N B:* Malach Roofing & Flooring Ltd, re-roofing of bldgs No. 4 & No. 2, RCAF Station. *Montreal Que:* Delphis Cote Ltd, re-roofing of Armoury, 691 Cathcart St. *St. Jean Que:* Planned Renovators Ltd, interior fire retardant painting of two bldgs, RCAF Station. *Valcartier Que:* Cimota Construction Corp Ltd, construction of office bldg No. 1, Camp; Jean Chauret Co Ltd, enlarging substation & alterations to electrical distribution system, Camp. *Val d'Or Que:* North Shore

Construction Ltd, site preparation, Armament Compound, RCAF Station. *Ville La Salle (Montreal) Que:* Langsner-Fuhrer Inc, rehabilitation of steam distribution system, HMCS *Hochelaga. Barriefield Ont:* Quintal & England Ltd, re-roofing of Bldgs B-16 & R-23; Cribb Construction Co Ltd, renovations to underground electrical distribution system. *Centralia Ont:* Peerless Enterprises, Division of Tectum Ltd, re-roofing of hangar No 6, RCAF Station. *Clinton Ont:* Ontario Painting & Decorating, exterior painting of PMQs, RCAF Station. *Downsview Ont:* Donald M Hawkins Ltd, exterior painting of bldg No 2, RCAF Station. *London Ont:* Taylor Engineering & Construction Co Ltd, relocation of boiler & repairs to foundations. *Rockcliffe Ont:* Presley Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Sault Ste Marie Ont:* Peerless Enterprises, Division of Tectum Ltd, re-roofing of Armoury. *Uplands Ont:* La Cie de Plomberie & Chauffage Gendron Ltee, installation of water treatment system for central heating plant, RCAF Station. *Portage la Prairie Man:* Kostick Electrical Ltd, supply & installation of AMP panel boards, RCAF Station. *Rivers Man:* Etna Heating Industries Ltd, conversion of furnaces to fored air, CJATC. *Moose Jaw Sask:* Bird Construction Co. Ltd, construction of GCA & TRN-17 Tacan facilities & anemometer, ceilometer & transmissometer installation, RCAF Station. *Saskatoon Sask:* Star Blacktop Ltd, surface treatment of roads, RCAF Station. *Cold Lake Alta:* Hillas Electric Co Ltd, alterations to electrical distribution feeders, RCAF Station. *Esquimalt B C:* A J Barr Ltd, water main extension, Munroe Head; Northern Engine & Equipment (BC) Ltd, supply & installation of diesel electric set & control cubicle; Crusader Fence Ltd, chain link fencing, HMC Dockyard. *Vancouver (Richmond) B C:* J T Devlin & Co Ltd, exterior painting of PMQs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Fitzgerald & Snow Ltd, removal of flooring, etc from RCASC Bldg 19, RCAF Station. *Bedford N S:* Foundation Co of Canada Ltd, construction of concrete retaining traverse for bldg No. 106, RCN Magazine. *Cornwallis N S:* Donald J Lowe, repairs to sidewalks, steps, entrance platforms & railings of PMQs, HMCS *Cornwallis. Glace Bay N S:* Canada Gunite Co Ltd, waterproofing of Armoury. *Halifax N S:* D A Cummings Ltd, renewal of roof & flashings on bldg No. D-66, HMC Dockyard; Guildford's Ltd, insulation of hot water tanks & repairs to pipe insulation, PMQs, Shannon Park. *Camp Gagetown N B:* J E Wilson Roofing Co Ltd, re-roofing Bldg D8. *Moncton N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, Bldg 18. *Woodstock N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, Armoury. *Montreal Que:* Amana Construction Co, installation of fire alarm system, Supply Depot, Chabanel St; Guard-X Inc, installation of fire alarm system, Esplanade St Armoury; M T Maher Electric Ltd, installation of fire alarm system, Armoury, 4625 St Catherine St West; Worcester-Rockwood Ltd, installation of sprinkler system, Armoury, 1055 St Gregoire St. *Quebec Que:* Tri-Bec Inc, installation of sirens. *Sherbrooke Que:* Guard-X Inc, installation of fire alarm system, William St Armoury. *Valcartier Que:* Belleville Ent & Construction Inc, installation of column supports under canopies, Camp; Impermeabilisation Citadel Water Proofers Reg'd, repairs to roof, Bldg 506, Camp. *Ville LaSalle Que:* Chartrand & Frere Excavation Inc, extension to water main system, HMCS *Hochelaga. Toronto Ont:* Lux Painting Co, redecoration on second floor, bldg No 2, RCAF Detachment, 1107 Avenue Road. *Trenton Ont:* H J McFarland Construction Co Ltd, resurfacing aircraft parking areas & apron of No 8 hangar at No 6 Repair Depot, RCAF Station. *Portage la Prairie Man:* Cobbe's Plumbing & Heating Ltd, conversion of boiler & heating system to natural gas, Armoury. *Dundurn Sask:* Aero Decorators, exterior painting of bldgs, Military Camp. *Regina Sask:* A E Robertson & Co Ltd, resurfacing cement floor in RCEME workshop. *Esquimalt B C:* Pacific Sheet Metal Works, repairs to roofs, bldg Nos 8 & 14, Munroe Head. *Nanaimo B C:* Quinney & Fuller Construction Ltd, exterior alterations, bldg No 1067, Camp. *Vancouver B C:* City Decorators, exterior painting of bldgs, North Jericho. *Victoria B C:* P T Holdsworth, exterior painting of 25 camp bldgs, Work Point Barracks; Plaza Paint Pot, interior painting of PMQs, Work Point Barracks. *Whitehorse Y T:* Dawson Construction Ltd, asphalt paving from Mile Post 917.6 to 917.8, Alaska Highway.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Pryor Construction Co Ltd, reconstruction of shed 23. *Montreal Que:* Pentagon Construction Co Ltd, construction of wharf, Section 56E. *Quebec Que:* Union Quarries & Paving Ltd, asphalt paving, Pointe-a-Carcy.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Grand Pre N S: Standard Paving Maritime Ltd, construction of granular sub base course & hot mix asphaltic concrete surface, parking area & walkways, Grand Pre National Historic Park. *Elk Island National Park Alta:* D S Greenfield Ltd, construction of Wildlife Laboratory Bldg. *Jasper National Park Alta:* Young Electric (1961) Ltd, construction of underground power distribution system & street lighting for Whistler Campground.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 46 contracts containing the General Fair Wages Clause.

DEPARTMENT OF PUBLIC WORKS

Nobles Cove (Nipper's Harbour) Nfld: Pelley Enterprises Ltd, breakwater reinforcing. *North Harbour Nfld:* Kevin Power, wharf repairs. *Oderin Nfld:* Kevin Power, wharf reconstruction. *Battery Point N S:* B & M Comeau Construction Co Ltd, breakwater repairs. *Dartmouth N S:* Harbour Construction Co Ltd, ground improvements, federal bldg. *Dennis Point N S:* Colin R MacDonald Ltd, breakwater repairs. *Moose Harbour N S:* Acadia Construction Ltd, breakwater reconstruction. *Spry Bay N S:* Naugle's Sand & Gravel Co Ltd, wharf repairs. *Toney River N S:* Joseph Almon, wharf repairs. *Walton N S:* Windsor Construction Co Ltd, breakwater reconstruction. *Dalhousie N B:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Lameque N B:* Comeau & Savoie Construction Ltd, construction of roadway. *Middle Caraquet N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Whale Cove N B:* Quoddy Constructors Ltd, wharf repairs. *Cap aux Meules M I Que:* P & B Entreprises Ltee, asphalt pavement (wharf); Rene Langford, wharf repairs. *Cap de la Madeleine (Ste Marthe) Que:* Marautier Construction Inc, construction of retaining wall. *Champlain Que:* Marautier Construction Inc, construction of retaining wall. *Chandler Que:* Shickshock Enterprises Ltd, wharf repairs. *Cloridorme Que:* Theodose Pelletier, pile wall reconstruction. *Entry Island M I Que:* Adrien Arseneau, repairs to wharf & slipway. *Fort Chimo Que:* Ron Engineering & Construction (Quebec) Ltd, construction of six dwelling units for Department of Transport. *Gascons Ouest (Anse a la Barbe) Que:* Eugene Beaulieu, harbour repairs. *Harrington Harbour Que:* Landry Construction Inc, wharf improvements. *Havre Aubert Que:* Grant-Mills Ltd, harbour improvements (wharf). *Lauzon Que:* L P Gagnon Ltee, construction of concrete walls & asphalt pavement, Champlain Dry Dock. *Mofette Que:* Charest Construction Co Ltd, wharf construction. *Montreal Que:* Rowe Bros & Co (Canada) Ltd, alterations to office partitions on 8th & 9th floors, National Revenue Bldg, 305 West Dorchester St. *Pabos Mills (Anse aux Canards) Que:* Shickshock Enterprises Ltd, jetty reconstruction. *Petite Vallee Que:* Theodose Pelletier, wharf repairs. *Port St Francois Que:* Roger Desilets Inc, construction of retaining wall. *Rimouski Que:* Impermeabilisation Rimouski Ltd, repairs, joint pointing & exterior painting, old federal bldg; Impermeabilisation Rimouski Ltd, repairs to masonry, waterproofing & replacement of roof, new federal bldg; Charles Vaillancourt, wharf repairs (lighting system). *Ste Anne des Monts Que:* Theodose Pelletier, reconstruction of protection works. *St Charles sur Richelieu Que:* Louis Provost & Calixte Pigeon, construction of retaining wall. *Ste Croix Que:* Louis Mercier & Fils Enr, construction of protection wall. *Ste Emmelie Que:* Plessis Construction Ltee, construction of protection wall. *St Laurent Que:* Prieur Entreprises Inc, supply & installation of hot water temperature boosters, National Film Board, 3255 Cote de Liesse Rd. *St. Louis de Lotbiniere (Bois des Hurons) Que:* Louis Mercier & Fils Enr, protection works extension. *Ste Rose de Laval Que:* Prieur Entreprises Inc, interior alterations & installation of dumbwaiter elevator, federal bldg. *Cornwall Ont:* Emile Marion & Son, alterations to federal bldgs; Roads Resurfacing Co Ltd, construction of approach road & wharf surface. *Don Mills Ont:* Best Way Cleaning Services Co, interior cleaning, new Trade & Commerce Bldg. *Goderich Ont:* Bermingham Construction Ltd, harbour repairs & improvements (north pier). *Kingsville Ont:* Dean Construction Co Ltd, wall reconstruction. *North Bay Ont:* Hume Paint & Wallpaper Co, exterior painting of federal bldg. *Ottawa*

Ont: Perini Ltd, construction of Environmental Health Laboratory for Dept of N H & W, Tunney's Pasture; Wm R Brookes, electric trolley duct installation, Taxation Data Centre, Tunney's Pasture; Goldstein Bros Ltd, installation of electrical power distribution panels, East Block, Parliament Bldgs; James Stradwick Tile & Flooring Ltd, installation of floor tile, Centre Block, Parliament Bldgs; James Stradwick Tile & Flooring Ltd, renewal of flooring throughout corridors, East Block, Parliament Bldgs; Geo Higman & Sons, exterior redecoration, No 5 Temporary Bldg, Carling Ave; Comet Electric Ltd, installation of buzzer system, Justice Bldg, Wellington St; Roslyn Sales Reg'd, installation of ice cube machines, West Block, Parliament Bldgs; Andrews Bros Construction (Ottawa) Ltd, addition to greenhouse, Plant Products Laboratory; Beaudoin Construction Ltd, roof repairs to stores bldg, Plouffe Park; Irving-Harding Ltd, roofing repairs, Centre Block, Parliament Bldgs; O'Leary's (1956) Ltd, grading, drainage & paving of Ross Ave extension to Tunney's Pasture; Goldstein Bros Ltd, installation of emergency lighting in Postal Stations "A", "B", "C", "D", "E" & Letter Carrier Depots "F" & No 1. *Pembroke Ont:* Eric Belanger, cleaning & painting, Pembroke-Allumette Island Highway Bridge. *Pointe au Baril Ont:* A Haigh, wharf repairs. *Port Credit Ont:* Raponi Eastwood Paving & Construction Ltd, grading & surfacing of wharf site. *Toronto Ont:* Charles Cairney Plumbing & Heating Ltd, alterations to heating system, Postal Terminal "A"; Renkay Construction Ltd, ventilation of loading dock area, Postal Terminal "A"; Inservac Ltd, insulation of parking garage ceiling & associated work, Arthur Meighen Bldg. *Winnipeg Man:* Rowe Bros & Co (Canada) Ltd, supply & installation of metal partitions & related work for National Employment Service, MacDonald Bldg. *Banff & Jasper National Parks Alta:* E Lobe Contracting Ltd, guide rail installation on Banff-Jasper & Jasper-Edmonton Highways. *Calgary Alta:* Dickie's Electric Ltd, electrical renovations, old federal bldg. *Grande Prairie Alta:* Monteyne & Hof Construction, additions & alterations to federal bldg. *Jasper National Park Alta:* W C Arnett & Co Ltd, construction of Fiddle River bridge & approaches, mile 29.8, Jasper-Edmonton Highway. *Departure Bay B C:* Harbour Pile Driving Co, construction of scow grid. *Gibson's Landing B C:* Fraser River Pile Driving Co Ltd, wharf repairs. *Glacier National Park B C:* Astra Construction Co Ltd, construction of avalanche defences, Mile 4.7 & 5.0, TCH. *Grief Point B C:* Fraser River Pile Driving Co Ltd, replacement of mooring buoys. *Kingsgate B C:* Kootenay Contractors Ltd, construction of sewage lagoon for Customs & Excise residences. *New Westminster B C:* The Fraser River Pile Driving Co Ltd, pier protection repairs, New Westminster Railway Bridge; Ratner Construction (1963) Ltd, installation of suspended ceiling in Customs & UIC offices & sealing window in vault, federal bldg. *Nazko B C:* Thompson Construction Co Ltd, construction of bungalow, Williams Lake Agency. *Vancouver B C:* Thorn & Co Ltd, exterior painting & repairs to Begg Bldg. *Hay River N W T:* Gagnier & Stewart Construction Ltd, wharf repairs. *Yellowknife N W T:* O I Johnson Construction Ltd, vault addition to NA & NR Administration Bldg; Solar Construction Co Ltd, supply & installation of laboratory equipment in Assay Office.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Caughnawaga & St Lambert Que: St Lawrence Steeplejacks Co Ltd, painting of structural steel & metalwork, CPR lift bridges, Caughnawaga & CNR lift bridges. *Montreal Que:* Rosco Metal Products Ltd, construction of steel shelter for trailer-mounted boiler, Eastern Region; Hill-Clark-Francis (Quebec) Ltd, supply & erection of steel frame bldg. *St. Lambert Que:* Leslie L Solty & Sons Ltd, landscaping (1963), St Lambert Lock. *Near Thorold Ont:* Canadian Gunite Co Ltd, restoration of counterweights of Bridge 9, Welland Canal.

DEPARTMENT OF TRANSPORT

Deer Lake Nfld: Trynor Construction Newfoundland Ltd, construction of parking apron & entrance road; Nordbec Construction Inc, installation of airport lighting facilities. *St. John's (Torbay) Nfld:* McNamara Construction of Newfoundland Ltd, repairs to access road, car park & related work; Gordon S Fletcher, rehabilitation & construction of parking aprons, etc. *Letite N B:* Clumac Construction Ltd, construction of two dwellings & demolition of existing dwelling & sheds, Letite Lightstation. *Dorval Que:* J Becker Inc, alterations & additions to heating system in district stores & northern shipping bldg, International Airport. *Ile Dorvilliers Que:* Jean Marie Cote, construction of wing dam & rip rap protection. *Montreal Que:* Sanitary Refuse Collectors Inc, collection & disposal of garbage, International Airport; Beaudoin Construction Engr, construction of radar bldg & related work. *Earlton Ont:* W A Ryder Paving Ltd, surface treatment of runway, Airport.

Malton Ont: Dufferin Construction Co Ltd, construction of access & service roads in terminal area & installation of sewer & water system in air cargo & new terminal area, International Airport. *Peterborough Ont:* Newcon Construction Ltd, painting of hydraulic lift lock; Dominion Steel & Coal Corp, structural rehabilitation of hydraulic lift lock. *Sault Ste Marie Ont:* Bedard-Girard Ltd, installation of entrance road & car park lighting, Airport. *Uplands Ont:* Comet Electric Ltd, installation of power cables to airport & voltage regulator for flight operations hangar, Airport; Bedard-Girard Ltd, replacement of lighting on approach No. 07. *Winnipeg Man:* Mercury Mtce Services Ltd, cleaning of terminal bldg complex, Airport. *Medicine Hat Alta:* Standard Gravel & Surfacing of Canada Ltd, construction of runway, Airport. *Kamloops B C:* V B Humphrey Construction Ltd, construction of maintenance garage & related work; Gilmour Construction & Engineering Co Ltd, construction of NDB bldg & related work, Airport. *Kimberley B C:* A G Bayes Ltd, construction of VOR bldg & related work. *Pitt Meadows B C:* K Moore & Co Ltd, installation of rotating beacon, illuminated wind sock & related work, Airport. *Terrace B C:* Dawson Construction Ltd, additional development, Airport. *Victoria B C:* Dawson Construction Ltd, rebuilding DND taxiway, Airport.

In addition, this Department awarded nine contracts containing the General Fair Wages Clause.

In Parliament Last Month

(page numbers refer to Hansard)

The bill to place five maritime transportation unions of Canada under the management and control of trustees (Bill C-102) was passed last month. The resolution preceding introduction of the bill was debated on October 9 (p. 3370) and October 10 (p. 3399); the bill was introduced and given first reading on October 10 (p. 3433), second and third reading on October 11 (p. 3444). The Maritime Transportation Union Trustees Act received Royal Assent on October 18. On October 23, the Minister of Labour announced the establishment of the board of trustees under the Act and the membership of the board (p. 3900).

On October 14, the Minister of Labour described (p. 3509) the special assistance designed to stimulate winter employment that would be given in 45 National Employment Service areas that had been designated as areas of high winter unemployment (see "Department of Labour Today," page 958).

On October 7, the Minister of Labour announced details of an older worker employment and training incentive program to become effective on November 1 (p. 3247).

On October 18, the Prime Minister, in reply to a question, said that the Government did not intend to extend the period of the municipal winter works incentive program beyond the six-month period already announced, November 1 to April 30. The Prime Minister explained that it had been found that under the seven-and-a-half-month period for which the program had been in effect in recent years, many municipalities began their projects in the fall, discontinued work during the real winter months, and resumed construction in the spring, thus to a considerable extent defeating the purpose of the program (p. 3740).

On October 2, the Minister of National Revenue explained the effect on income tax of the $500 bonus to be paid to the first purchaser of a new house constructed mainly during the winter period (p. 3126). A person who bought the house as a personal residence for himself, he said, would receive the $500 payment without being liable for income tax on it.

The Minister of Labour announced on October 7 (p. 3248) that he had revoked the approval previously given under the Annual Vacations Act to vacation pay arrangements contained in collective agreements between the Seafarers' International Union and a large number of shipping companies (See "Notes of Current Interest," page 960).

Bill C-98, to amend the Old Age Security Act to increase the pension paid under the Act from $65 to $75 a month, effective October 1, and to increase the rate of old age security tax from 3 per cent with a maximum of $90 a year to 4 per cent with a maximum of $130 a year, was introduced and given first (p. 3134), second (p. 3336) and third (p. 3343) reading. The bill, the first to be introduced since the session was resumed on September 30, was given the Royal Assent on October 16.

PRICE INDEX

Consumer Price Index, October 1963

The consumer price index (1949=100) rose 0.1 per cent from 133.4 to 133.6 between September and October. The October index was 1.6 per cent above the October 1962 index of 131.5.*

A decline of 0.7 per cent in the food index dampened the effect of increases in all but one of the other six main component indexes; the tobacco and alcohol index was unchanged.

The food index declined 0.7 per cent from 131.3 to 130.4. The largest price decreases occurred for fresh fruits and vegetables, specifically grapefruit, apples, grapes, potatoes, onions, carrots, turnips and cabbage. Prices were lower also for most cuts of meat and for fish and poultry. Sugar prices were sharply higher and more moderate price increases occurred for cheese, coffee, fats, eggs, tomatoes, lettuce and restaurant meals.

The housing index rose 0.1 per cent from 136.5 to 136.6 as a result of an increase in the shelter component. The household operation component was unchanged. In shelter, a slight reduction in the rent index was not sufficient to offset an increase in the home-ownership index.

The clothing index moved up 1.9 per cent from 116.1 to 118.3. Prices increased for seasonal items of women's and children's wear and for piece goods and jewellery, and decreased for men's wear and footwear.

The transportation index edged up 0.1 per cent from 141.1 to 141.2, reflecting price increases for gasoline, motor oil and urban bus fares.

The health and personal care index increased 0.7 per cent, from 162.7 to 163.8, as both component indexes moved up. In health care, increases were reported for doctors' and dentists' fees, optical care, and prepaid medical care. The personal care index rose as a result of higher prices for toilet soap.

The recreation and reading index rose 0.9 per cent from 149.1 to 150.5. Higher prices were recorded for sporting events, radios, television sets, phonograph records and newspapers.

The tobacco and alcohol index was unchanged at 118.1.

Group indexes one year earlier were: food 127.2, housing 135.4, clothing 115.6, transportation 139.9, health and personal care 160.0, recreation and reading 147.8, and tobacco and alcohol 118.0.

* *See* Table F-1, page 1060.

City Consumer Price Indexes, September 1963

Consumer price indexes (1949=100) declined in nine of the ten regional cities between August and September.* There was no change in the Vancouver index.

Decreases ranged from 0.1 per cent in Montreal, Winnipeg and Saskatoon-Regina to 1.2 per cent in St. John's.

Food indexes dropped in all cities, with declines ranging from 0.2 per cent in Saskatoon-Regina to 3.5 per cent in St. John's. Housing indexes increased in four cities, declined in one and were unchanged in five. Clothing indexes were higher in nine cities, unchanged in one. Transportation indexes were higher in three cities, lower in five and unchanged in two. Indexes for health and personal care rose in six cities, fell in two and were unchanged in two. Six cities had higher recreation and reading indexes, two had lower, and two had no change. In all ten cities, indexes for tobacco and alcohol were constant.

Regional consumer price index point changes between August and September were: St. John's —1.5 to 120.2†; Halifax —0.9 to 131.6; Saint John —0.6 to 133.5; Toronto —0.6 to 135.0; Ottawa —0.4 to 134.6; Edmonton-Calgary —0.3 to 127.7; Montreal —0.1 to 133.6; Winnipeg —0.1 to 130.9; Saskatoon-Regina —0.1 to 129.1. Vancouver remained unchanged at 132.2.

Wholesale Price Index, September 1963

The general wholesale index (1935-39=100) rose 0.2 per cent from 244.7 in August to 245.2 in September, which was 1.4 per cent above the September 1962 index of 241.9. Six major group indexes advanced during the month and two declined.

The non-metallic minerals group index rose 0.8 per cent to 190.2 from 188.7 in August. A rise of 0.6 per cent in the textile products group moved the index to 248.0 from 246.6, and the vegetable products group index moved up 0.5 per cent to 223.8 from 222.7. Other major group indexes that were higher in September were the non-ferrous metals products group index, up 0.2 per cent from 198.0 to 198.4; the iron products group index, up 0.1 per cent to 254.4 from 254.2; and the animal products group index of 261.8, practically unchanged from the August index of 261.7.

The chemical products group index of 189.5 was 0.4 per cent below the August figure of 190.2 and the wood products group index declined 0.2 per cent to 324.8 from 325.3.

* *See* Table F-2, p. 1060.
† On base June 1951=100.

The index of Canadian farm product prices at terminal markets moved down 0.6 per cent, from 225.9 to 224.6, in the three-week period ended September 20. The field products index declined 0.7 per cent from 165.5 to 164.3, and the animal products index eased 0.4 per cent from 286.2 to 285.0.

The residential building material price index, on the base 1935-39=100, advanced 0.7 per cent from 311.9 to 314.0 between August and September, and on the 1949=100 base, from 136.8 to 137.7. The non-residential index (1949=100) rose 0.3 per cent from 137.7 to 138.1.

U.S. Consumer Price Index, September 1963

The United States consumer price index (1957-59=100) remained unchanged at 107.1 between mid-August and mid-September, for the second month in a row. Price increases and declines during the month balanced out. The September index was only 0.9 per cent higher than the index one year earlier.

British Index of Retail Prices, August 1963

The British index of retail prices (Jan. 16, 1962=100) declined from 103.3 to 103.0 between mid-July and mid-August. The index for August last year was 101.6.

The latest decline was attributed mainly to decreases in the price of fresh vegetables. The food index declined from 103.7 to 102.3.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 181

Annual Reports

1. ALBERTA. PUBLIC SERVICE COMMISSIONER. *Annual Report for the Year ended December 31st, 1962.* Edmonton, Queen's Printer, 1963, Pp. 17.

2. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-fifth Annual Report for the Year ended December 31, 1962.* Edmonton, 1963. Pp. 39.

3. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report, Year ended December 31, 1962.* Vancouver, 1963. Pp. 49.

4. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATION, QUEBEC. *Annual Report, 1962.* Montreal, 1963. Pp. 9, [9] Text in French and English.

5. LAKE CARRIERS' ASSOCIATION. *Annual Report, 1962.* Cleveland, 1963. Pp. 155.

6. ONTARIO. CIVIL SERVICE COMMISSION. *Report, 1692.* Toronto, 1963. Pp. 29.

7. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-third Annual Report for the Calendar Year, 1962.* Regina, Queen's Printer, 1963. Pp. 27.

8. U.S. DEPARTMENT OF LABOR. *Annual Report, 1962.* Washington, GPO, 1963. Pp. 289.

9. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Fifteenth Annual Report, Fiscal Year 1962.* Washington, GPO, 1963. Pp. 60.

Automation

10. ELONKA, STEPHEN MICHAEL. *Standard Instrumentation Questions and Answers; for Production-Processes Control,* by Stephen Michael Elonka and Alonzo Ritter Parsons. New York, McGraw-Hill, 1962. 2 volumes.

Contents: v. 1. Measuring Systems. v. 2. Control Systems.

11. KENNEDY, THOMAS. *Automation Funds and Displaced Workers.* With the research assistance of Frank D. Plaut. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1962. Pp. 374.

The author defines the term "automation fund" and explains its purpose. He outlines case studies of seven funds and uses them as a basis to analyze automation funds under the topics: goals, benefit programs, legal restrictions, and methods of financing. In summarizing his conclusions, the author makes some recommendations concerning the funds.

12. McCRACKEN, DANIEL D. *A Guide to IBM 1401 Programming.* New York, Wiley, c1961. Pp. 199.

Explains the use of the IBM 1400 Series equipment in business data processing. Partial Contents: The Nature of Data Processing. Introduction to Computing Equipment. Coding Fundamentals. Symbolic Programming. Branching. Address Modification and Loops. Miscellaneous Operations. Magnetic Tape Operations. Random Access File Storage. Planning and installing a Computer Application.

13. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Impact of Automation on Employment; Report of the Subcommittee on Unemployment and the Impact of Automation.* Washington, GPO, 1961. Pp. 23.

Report contains four recommendations: 1. Encouragement and assistance for unemployed to undertake further education; 2. Financial aid for States to provide for retraining of persons displaced from their jobs by automation; 3. The U.S. Employment Service should be strengthened so it can better provide information about employment opportunities throughout the U.S.; 4. Emphasis should be given to greater labour mobility.

Canada at Work Broadcasts

The following three talks were sponsored and published by the Department of Labour in Ottawa in 1963.

14. CUSHING, GORDON. *Labour Management Co-operation.* Pp. 4.

The speaker, Assistant Deputy Minister of the federal Department of Labour, told how labour and management co-operate in labour-management committees to solve problems in production.

15. McROSTIE, G. C. *Winter Construction.* Pp.3.

The speaker, a consulting engineer, pointed out that it is possible to carry out winter construction and suggested some projects that could be carried out during the winter.

16. RANGONGO, MABELA. *Reflections on Discrimination and Personality Factors underlying it.* Pp.7.

The speaker, Lecturer in Social Psychology at St. Patrick's College, Ottawa, discussed racial discrimination.

Commissions of Inquiry

17 CANADA. INDUSTRIAL INQUIRY COMMISSION CONCERNING MATTERS RELATING TO THE DISRUPTION OF SHIPPING ON THE GREAT LAKES, THE ST. LAWRENCE RIVER SYSTEM AND CONNECTING WATERS. *Report.* July 1963. Ottawa, Queen's Printer, 1963. 2 volumes.

Mr. Justice T. G. Norris, Commissioner.

Commissioner appointed under the provisions of the Industrial Relations and Disputes Investigation Act by the Minister of Labour.

Contents: [1] Report. [2] List of Schedules.

The Industrial Inquiry Commission's terms of reference were "To investigate: (1) The circumstances leading to the disruption of shipping in the Great Lakes System including interference with the operation of the works and facilities of the St. Lawrence Seaway Authority. (2) The denial of the use of port or other works and facilities to vessels calling at Canadian and United States ports on the Great Lakes System. (3) The activities and internal operations of organizations of employees acting on behalf of the employees engaged in shipping and work affecting shipping operations in the Great Lakes System including, without restricting the generality of the foregoing, the Seafarers' International Union of Canada. (4) The relationship and any conflict that may exist between employers or employers' organizations, and employees or organizations of employees, in the shipping industry in the Great Lakes System. (5) Any matters incidental or relating to any of the foregoing matters."

18. CANADA. ROYAL COMMISSION ON GOVERNMENT ORGANIZATION. *Report.* Ottawa, Queen's Printer, 1962-1963. 5 volumes.

Commissioners: J. Grant Glassco, chairman; J. Eugene Therrien, and Watson Sellar.

Contents: 1. Management of the Public Service. 2. Supporting Services for Government. 3. Supporting Services for Government. Services for the Public. 4. Special Areas of Administration. 5. The Organization of the Government of Canada.

Education

19. DETERLINE, WILLIAM ALEXANDER. *An Introduction to Programed Instruction.* Englewood Cliffs, N.J., Prentice-Hall, 1962. Pp. 131.

"This book is about devices for the presentation of programed instruction, programs of instructional material, learning principles involved in programing, the underlying controversial issues, and the relationship of the machines, programs, and principles to existing instructional methodology."

20. U.S. OFFICE OF EDUCATION. *Holding Power and Size of High Schools,* by Water H. Gaumnitz and Ellsworth Tompkins. Washington, GPO, 1950. Pp. 25.

21. U.S. OFFICE OF EDUCATION. *Home Economics in the Public Secondary Schools; a Report of a National Study* [by] Beulah I. Coon. Washington, GPO, 1962. Pp. 156.

22. U.S. OFFICE OF EDUCATION. *Trends in financing Public Education, 1929-30 to 1959-60* [by] Clayton D. Hutchins [and] Dolores A. Steinhilber. [Washington, GPO, 1961] Pp. 136.

23. U.S. OFFICE OF EDUCATION. *Trends in Higher Education, Planning and Management Data, 1957-58 to 1959-60; an Analysis of Changes in Salaries, Tuition and Fees, Room and Board,* by W. Robert Bokelman and Louis A. D'Amico. Washington, GPO, 1961. Pp. 19.

24. WEAVER, GILBERT GRIMES. *Applied Teching Techniques,* by Gilbert G. Weaver and Louis Cenci. New York, Pitman Pub. Corp., 1960. Pp. 258.

Designed for teachers of industrial arts, vocational education and, technical education.

Education, Vocational

25. AMERICAN FEDERATION OF TECHNICAL ENGINEERS. *Apprenticeship and Training Standards for Draftsmen, developed and adopted by the American Federation of Technical Engineers and recognized by Bureau of Apprenticeship and Training.* Revised 1962. Washington, U.S. Dept. of Labor, Bureau of Apprenticeship and Training, 1963. Pp. 27.

26. EUROPEAN PRODUCTIVITY AGENCY. *The Professional Training of Teachers in Vocational Agricultural Schools.* Project no. 6/14-IV. Paris, OEEC, 1961. Pp. 385.

27. EUROPEAN PRODUCTIVITY AGENCY. *Vocational Training in the Footwear Industry; Report,* by Louis Rama. EPA Product No. 5/10-I. [Paris] OEEC, 1960. Pp. 185.

28. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *JATC Handbook; a Guide to Joint Management-Labor Area-Wide Apprenticeship and Training Committees.* Washington, GPO, 1962. Pp. 52.

29. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Sample Apprenticeship Schedules covering Mechanical Repair and Personal Service Trades.* Rev. ed. Washington, GPO, 1962. Pp. 119.

Contains sample work schedules for the following trades: baker, barber, beauty operator, butcher-meat cutter, cook, dry cleaner, spotter, and presser, electrical worker, furrier, jeweler, maintenance mechanic-repairman, musical-instrument mechanic, optical technician, orthopedic-prosthetic technician, painter-and-decorator, photographer, tailor, and upholsterer.

30. U.S. OFFICE OF EDUCATION. *The National Defense Counseling and Guidance Training Institutes Program, Basic Facts.* Washington, GPO, 1960. Pp. 9.

31. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Mechanical Technology, Design and Production; a Suggested 2-Year Post High School Curriculum.* Washington, GPO, 1962. Pp. 103.

32. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Determining Requirements for Development of Technical Abilities through Extension Courses.* Washington, GPO, 1961. Pp. 14.

Industrial Relations

33. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 14th, 1961. *Proceedings.* Albany, Matthew Bender & Co., 1961. Pp. 453.

Conference held May 22-24, 1961.

Some of the topics discussed are aspects of the Labor Management Reporting and Disclosure of 1959 (the Landrum-Griffin Act), picketing, problems of the boycott, labour arbitration, aspects of automation, developments in pension planning, etc.

34. *Labor Peace and Full Employment in Sweden.* Stockholm, 1962. 1 volume (unpaged).

A report on labour relations in Sweden by Ernst N. Michanek, Under-Secretary of State, Ministry of Labor and Social Affairs of Sweden; Bertil Kugelbery, Managing Director, Swedish Employers' Confederation; and, Arne Geijer, President of the Swedish Confederation of Trade Unions.

35. ROBERTS, BENJAMIN CHARLES, Ed. *Industrial Relations: Contemporary Problems and Perspectives.* London, Methuen, 1962. Pp. 288.

Partial Contents: Trade Unions in the Political Climate. Future Trade Union Membership. The Future Organization and Structure of Trade Unions. The Pattern of Collective Bargaining. Economic Policy and Union Activity. Public Policy and the Minister of Labour.

36. SRIVASTAVA, GURSHARANLAL L. *Collective Bargaining and Labour-Management Relations in India.* With a forword by V.V. Giri. Allahabad, Bookland, 1962. Pp. 407.

37. WARNER, KENNETH OREN, Ed. *Management Relations with Organized Public Employees: Theory, Policies, Programs.* Edited with a pref. and introductory notes by Kenneth O. Warner. Chicago, Public Personnel Association, 1963. Pp. 239.

Deals with management-employee relations in local, state, and federal governments in the U.S.

International Labour Organization

38. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1962.* Geneva, 1963. Pp. 20.

"The International Institute for Labour Studies was established by the International Labour Oragnization in March 1960 to further a better understanding of labour problems in all countries and of methods for their solution. It seeks to do this by providing educational facilities, arranging for discussions among persons with experience, encouraging and conducting research and disseminating information." This report describes activities in 1962.

39. INTERNATIONAL LABOUR CONFERENCE. 46th, GENEVA, 1962. *Record of Proceedings.* Geneva, International Labour Office, 1963. Pp. 940.

Labouring Classes

40. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Recognition of Service & Performance.* Washington, 1962. Pp. 13.

Information in this report is based on replies from 134 personnel and industrial relations executives. The report deals with recognition of long-service employees, of retired employees, and of employee performance.

41. CANADA. DEPARTMENT OF LABOUR. ANNUITIES BRANCH. *Retirement Pension Plans for Employees.* Ottawa, Queen's Printer, 1960. Pp. 9.

42. FINEGAN, THOMAS ALDRICH. *Hours of Work in the United States: A Cross-Sectional Analysis.* Chicago, Dept. of Photo-duplication, University of Chicago Library, 1960. Microfilm copy (positive) of typescript. Collation of the original: 114 p. Thesis, University of Chicago.

"The purpose of this study is two-fold: (1) to formulate a theory of cross-sectional differentials in hours of work of adult males, and (2) to test this theory against selected cross-section data on hours for the United States. The analysis is confined to the 'actual' weekly hours of paid market work of adult males, and the theory is tested against the hours data of industrial and occupational cross sections from 1914 to 1959."

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Chart Surveys The Employment Challenge in the 1960's.* Montreal, 1963. Charts in folder.

Consists of charts which show the employment and unemployment situation in Canada in recent times.

44. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Jobs for the Handicapped; Program Guide, 1962-63.* Washintgon, GPO, 1962. Pp. 18.

Mathematics

45. ALLEN, ROY GEORGE DOUGLAS. *Mathematical Analysis for Economists.* London, Macmillan, 1962. Pp. 548.

46. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Examples of Practical Problems in Applied Trigonometry, Differential Calculus, Integral Calculus.* Ottawa [n.d.] 1 volume (unpaged).

Prepared in co-operation with the Vocational Curriculum Development Division of the B.C. Department of Education.

Occupations

47. CAMPBELL, WILLIAM GILES. *You and Your Future Job,* by William G. Campbell and James H. Bedford. Los Angeles, Society for Occupational Research, Ltd., 1944. Pp. 368.

48. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Careers Guide; Opportunities in the Professions, Industry and Commerce.* [5th ed.] London, HMSO, 1962. Pp. 276.

A brief description of more than 130 occupations telling something about the work, qualities and educational qualifications required, training, and opportunities and prospects.

49. U.S. INTERAGENCY ADVISORY COMMITTEE ON ESSENTIAL ACTIVITIES AND CRITICAL OCCUPATIONS. *U.S. Department of Commerce List of Currently Essential Activities. U.S. Department of Labor List of Currently Critical Occupations.* Washington, GPO, 1962. Pp. 13.

Professions

50. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Professional Income of Engineers, 1962.* New York, 1963. Pp. 51.

51. U.S. BUREAU OF EMPLOYMENT SECURITY. *Placement of Professional Personnel.* Rev. ed. Washington, GPO, 1963. Pp. 72.

Science

52. U.S. OFFICE OF EDUCATION. *Analysis of Research in the Teaching of Science, July 1956-July 1957,* by Ellsworth S. Obourn and Charles L. Koelsche. Washington, GPO, 1959. Pp. [46].

53. U.S. OFFICE OF EDUCATION. *Science and Mathematics in Public High Schools, 1958, Part 1. General Facilities and Equipment,* by Ellsworth S. Obourn. Washington, GPO, 1960, Pp. 70.

This booklet is an attempt to help locate shortages of adequate facilities and equipment need for science and mathematics instruction.

Vocational Guidance

54. BARRY, RUTH. *An Epitaph for Vocational Guidance: Myths, Actualities, Implications* [by] Ruth Barry and Beverly Wolf. New York, Bureau of Publications, Teachers College, Columbia University, 1962. Pp. 241.

The authors examined current theory and practice in vocational guidance and suggest some changes.

55. WRENN, CHARLES GILBERT. *The Counselor in a Changing World.* Washington, American Personnel and Guidance Association, 1962. Pp. 195.

Women

56. MacKENZIE, NORMAN. *Women in Australia.* Melbourne, F. W. Cheshire [1962] Pp. 432. Appendix: *The Legal Status of Women in Australia,* by Enid Campbell, Senior Lecturer in Law, University of Sydney. p. 359-420.

The author, a political scientist and assistant editor of *The New Statesman,* spent a year in Australia in 1959 and 1960 at the invitation of the Social Science Research Council of Australia to investigate the problem of the status of women in Australia.

57. U.S. WOMEN'S BUREAU. *1962 Handbook on Women Workers.* Washington, GPO, 1963. Pp. 202.

Contains information concerning "women's employment and occupations, the age and marital status of women workers, their earnings and income, their education, and State laws affecting the employment and the civil and political status of women."

58. WEST, MARION MADELINE. *A Handbook for Occupational Health Nurses,* by Marion M. West with Contributions by Brenda M. Slaney and H. F. Chard. [3d ed] London, Edward Arnold Ltd. [1962] Pp. 179.

59. YUDKIN, SIMON. *Working Mothers and Their Children; a Study for the Council for Children's Welfare* [by] Simon Yudkin and Anthea Holme. London, Michael Joseph, 1963. Pp. 199.

Examines the reasons for mothers' taking jobs outside the home, surveys the present situation, and describes the arrangements made for caring for the children. There is an assessment of the probable effect on individual children of their mothers going to work.

Miscellaneous

60. BENSON, ELMER B. *Elementary Tool Design.* Peoria, Ill., C.A. Bennett Co., 1954. Pp. 224.

61. CANADA. DEPARTMENT OF TRADE AND COMMERCE. INDUSTRIAL PROMOTION BRANCH. *How to run a Business.* Ottawa, Queen's Printer, 1963. Pp. 186. Paperback edition.

This book, prepared by business experts in the federal Department of Trade and Commerce, deals with business laws and regulations, records and accounts, insurance, location, and uses and sources of credit, among other topics.

62. CANADIAN TAX FOUNDATION. *Conditional Grants and Canadian Federalism; a Study in Constitutional Adaptation,* by Donald V. Smiley. Toronto, 1963. Pp. 72.

An examination of "shared-cost programs" or "grants-in-aid" or "conditional grants" (The author uses these three terms interchangeably) whereby the federal Government makes funds available to the provinces for purposes specified by the federal Government with special reference to the fields of health, welfare, transportation, resource development and vocational training.

63. HARRISON, HOWARD ARMOUR. *Realistic Economics and Today's Problems.* Toronto, Published for The Howard Armour Harrison Trust Fund by General Pub. Co. ltd.., c1962. Pp.214.

The author's personal view on economics.

64. INTERNATIONAL ECONOMIC ASSOCIATION. *The Theory of Capital; Proceedings of a Conference held by the International Economic Association.* By F. A. Lutz, Chairman of Programme Committee, and D. C. Hague, Editor. London, Macmillan, 1961. Pp. 414.

65. JACOBSON, EDMUND. *You must relax; a Practical Method of reducing the Strains of Modern Living.* [4th ed., rev. and enl.] New York, McGraw-Hill [1957] Pp. 269.

66. LOVEDAY, ROBERT. *A Second Course in Statistics.* Cambridge [Eng.] University Press, 1961. Pp. 155.

67. U.S. BUREAU OF LABOR STANDARDS. *Control of Electrical Shock Hazards.* Rev. ed. Washington, GPO, 1963. Pp. 16. Safety in industry. Mechanical and physical hazards, no. 1.

68. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Promoting Programs of Supervisory Personnel Development; a Guide to winning Acceptance of Programs and a Glossary of Terms,* by Earl M. Bowler. Washington, GPO, 1960. Pp. 31.

69. WILLIAMS, EDWIN EVERITT. *Resources of Canadian University Libraries for Research in the Humanities and Social Sciences; Report of a Survey for the National Conference of Canadian Universities and Colleges.* Ottawa, National Conference of Canadian Universities and Colleges. 1962. Pp. 87.

70. WILSON, JOHN DOUGLAS. *Practical House Carpentry; Simplified Methods for Building.* New York, McGraw-Hill, 1957. Pp. 360.

71. WORLD ASSEMBLY OF YOUTH. *Rural Youth Activities, a World Survey; a Report and a Study on the World Survey of Rural Youth Organizations undertaken . . . in Cooperation with FAO, UNESCO, ILO and the European Confederation of Agriculture . . .* Brussels, 1962. Pp. 94.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,841	613	1,930	2,487	1,186	625
Men	4,894	458	1,391	1,741	857	447
Women	1,947	155	539	746	329	178
14–19 years	664	68	210	211	124	51
20–24 years	870	93	290	279	142	66
25–44 years	3,051	251	871	1,137	509	283
45–64 years	2,039	180	508	776	367	208
65 years and over	217	21	51	84	44	17
Employed	6,576	572	1,830	2,421	1,160	593
Men	4,687	422	1,309	1,695	839	422
Women	1,889	150	521	726	321	171
Agriculture	660	42	125	165	312	16
Non-agriculture	5,916	530	1,705	2,256	848	577
Paid Workers	5,414	475	1,569	2,074	778	518
Men	3,726	340	1,092	1,415	517	362
Women	1,688	135	477	659	261	156
Unemployed	265	41	100	66	26	32
Men	207	36	82	46	18	25
Women	58	*	18	20	*	*
Persons not in the Labour Force	5,705	656	1,681	1,884	947	537
Men	1,337	174	390	413	220	140
Women	4,368	482	1,291	1,471	727	397

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 19, 1963, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,546	1,939	3,648	962	3,730	922	1,345
Labour force	6,841	664	3,525	826	955	654	217
Employed	6,576	608	3,420	766	935	637	210
Unemployed	265	56	105	60	20	17	*
Not in labour force	5,705	1,275	123	136	2,775	268	1,128
Participation rate[2]							
1963, October 19	54.5	34.2	96.6	85.9	25.6	70.9	16.1
September 21	54.4	33.6	96.7	86.5	25.6	70.3	15.9
Unemployment rate[3]							
1963, October 19	3.9	8.4	3.0	7.3	2.1	2.6	*
September 21	3.7	9.6	2.6	6.7	1.7	3.0	*

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and resident of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1963	September 1963	October 1962
Total unemployed	265	250	283
On temporary layoff up to 30 days	12	13	16
Without work and seeking work	253	237	267
Seeking full-time work	240	227	257
Seeking part-time work	13	10	10
Seeking under 1 month	96	87	92
Seeking 1–3 months	84	79	95
Seeking 4–6 months	30	27	32
Seeking more than 6 months	43	44	48

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
August	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,735.5
September	48.5	503.9	164.3							1,780.5
October	47.9	498.9	165.2							1,764.8
November	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December	46.6	481.5	157.1							1,692.5
1963—										
January	47.5	484.4	157.7							1,699.4
February	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March	47.0	493.9	156.3							1,714.1
April	46.7	503.2	160.7							1,764.8
May	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June	49.2	523.0	170.0							1,863.0
July*	49.9	509.4	171.9							1,830.6
August†	49.7	523.0	178.4							1,870.8
Seasonally Adjusted										
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
August	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September	47.8	489.8	159.0							1,712.8
October	47.6	491.5	161.9							1,722.8
November	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December	46.8	494.3	160.4							1,730.1
1963—										
January	48.1	499.5	164.4							1,771.4
February	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March	47.6	503.3*	164.8							1,777.9*
April	48.6	508.7	165.9							1,789.8
May	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June	48.2	508.8	164.7							1,799.8
July*	48.8	507.4	164.0							1,800.1
August†	48.7	514.4	170.5							1,826.9

[1] Quarterly figures are entered opposite the middle of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1963 employers in the principal non-agricultural industries reported a total employment of 3,104,357. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.80	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July*	127.7	193.8	83.27	116.9	194.0	85.30
August†	129.9	193.8	83.27	119.9	194.4	85.49

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
				$	$	$
Provinces						
Newfoundland	149.3	155.4	148.1	76.56	75.77	73.26
Prince Edward Island	150.9	153.5	161.1	59.44	58.76	56.45
Nova Scotia	99.7	99.6	99.0	68.19	68.68	66.20
New Brunswick	112.2	109.8	110.3	67.09	68.15	65.09
Quebec	130.3	128.4	127.2	80.68	80.48	78.16
Ontario	130.2	127.3	126.6	86.50	86.54	84.18
Manitoba	118.8	118.0	117.8	78.40	78.31	76.50
Saskatchewan	137.7	136.3	135.8	80.06	79.81	77.67
Alberta (including Northwest Territories)	169.6	168.0	169.4	84.08	83.77	82.03
British Columbia (including Yukon)	127.2	124.1	123.5	90.40	91.23	86.96
Canada	**129.9**	**127.7**	**127.0**	**83.27**	**83.27**	**80.80**
Urban Areas						
St. John's	154.8	154.2	155.2	64.02	64.78	61.30
Sydney	83.0	82.9	79.3	81.75	84.81	79.65
Halifax	124.5	124.7	124.2	70.78	70.99	68.10
Moncton	107.1	107.0	111.1	64.56	64.80	62.47
Saint John	105.7	107.0	106.2	68.42	68.68	66.16
Chicoutimi—Jonquiere	115.4	114.6	114.1	100.62	100.46	97.76
Quebec	129.7	130.6	125.2	72.83	72.78	69.69
Sherbrooke	115.0	114.2	111.1	70.08	69.90	68.61
Shawinigan	106.2	106.4	88.2	89.16	92.86	87.65
Three Rivers	121.9	121.1	120.4	78.11	75.64	74.95
Drummondville	90.1	87.4	83.7	68.88	67.19	66.06
Montreal	132.0	130.6	129.4	82.61	82.44	80.40
Ottawa—Hull	142.8	141.2	139.9	77.74	77.48	76.15
Kingston	130.4	129.3	122.1	83.74	83.32	79.72
Peterborough	102.4	102.5	98.3	92.96	92.70	89.54
Oshawa	156.4	141.7	140.6	96.39	98.16	94.50
Toronto	144.2	142.2	139.7	87.87	87.61	85.12
Hamilton	121.1	119.1	114.5	91.84	92.48	90.75
St. Catherines	118.5	107.0	115.6	93.67	95.52	92.32
Niagara Falls	113.2	111.2	114.9	77.50	77.65	77.32
Brantford	92.2	89.3	85.8	79.80	80.83	74.85
Guelph	132.5	129.8	128.2	78.43	76.16	76.73
Galt	124.9	122.8	116.7	74.92	74.78	72.69
Kitchener	144.1	142.0	133.4	77.32	77.78	77.51
Sudbury	125.9	126.6	144.4	94.91	95.28	92.37
Timmins	89.7	90.4	90.8	72.96	75.61	73.26
London	145.1	144.1	138.0	79.93	79.91	77.71
Sarnia	138.6	135.8	129.5	106.63	109.16	103.83
Windsor	79.8	65.4	75.0	92.74	92.09	90.09
Sault Ste. Marie	157.8	157.9	153.8	108.84	106.38	102.38
Fort William—Port Arthur	117.6	115.3	113.8	82.33	83.77	81.70
Winnipeg	117.4	116.5	115.0	74.80	74.62	73.00
Regina	158.2	153.4	147.3	78.43	78.29	76.17
Saskatoon	151.3	153.6	146.4	74.53	73.64	72.07
Edmonton	213.4	212.2	213.2	79.28	79.33	77.72
Calgary	186.6	186.8	186.2	83.60	83.45	81.52
Vancouver	124.0	121.7	119.7	89.09	89.30	85.36
Victoria	122.2	121.8	122.2	83.12	83.81	79.13

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
				$	$	$
Mining	**117.9**	**118.0**	**120.7**	**101.73**	**102.25**	**98.39**
Metal mining	130.7	130.6	136.2	102.44	103.47	100.17
Gold	66.5	67.4	69.9	81.82	83.73	81.57
Other metal	190.3	189.4	197.8	109.14	110.00	106.28
Fuels	82.0	83.0	82.9	107.76	108.29	102.99
Coal	38.7	38.7	37.7	80.78	82.09	75.58
Oil and natural gas	258.8	264.0	276.8	124.20	123.94	118.75
Non-metal	165.2	163.9	161.6	90.43	88.91	84.72
Manufacturing	**119.9**	**116.9**	**117.6**	**85.49**	**85.30**	**82.62**
Durable goods	123.0	119.9	119.5	92.34	91.89	89.49
Non-durable goods	117.3	114.5	116.0	79.47	79.52	76.69
Food and beverages	133.0	125.5	134.5	72.31	73.92	69.88
Meat products	138.6	138.9	137.9	85.10	85.44	82.49
Canned and preserved fruit and vegetables	197.0	153.9	221.8	53.02	57.34	54.06
Grain mill products	95.0	94.9	99.9	83.80	83.66	82.48
Bread and other bakery products	114.8	115.1	113.8	73.12	72.83	69.69
Distilled and malt liquors	98.8	98.6	97.5	105.39	106.87	101.40
Tobacco and tobacco products	80.7	80.0	81.1	89.27	90.12	86.72
Rubber products	111.5	111.1	108.4	88.90	87.78	85.92
Leather products	89.7	87.9	89.4	58.58	56.80	56.38
Boots and shoes (except rubber)	95.2	93.9	96.6	57.24	55.33	54.31
Other leather products	79.8	77.1	76.3	61.47	60.05	61.11
Textile products (except clothing)	86.0	84.6	82.8	69.04	67.09	66.71
Cotton yarn and broad woven goods	75.2	73.5	74.6	65.65	62.87	63.39
Woollen goods	66.0	65.0	63.7	63.52	62.76	62.79
Synthetic textiles and silk	98.9	98.1	92.8	76.36	73.84	72.93
Clothing (textile and fur)	96.7	93.7	95.4	55.22	53.12	52.71
Men's clothing	101.0	97.7	98.6	53.86	51.41	50.92
Women's clothing	105.8	99.9	103.5	57.75	55.28	55.02
Knit goods	73.6	74.8	75.3	53.96	52.52	52.20
Wood products	117.2	117.4	114.6	74.66	73.63	71.20
Saw and planing mills	121.8	123.0	118.2	76.21	75.53	72.30
Furniture	123.1	120.7	120.1	73.45	71.55	71.22
Other wood products	82.9	82.5	85.7	66.59	65.16	63.46
Paper products	132.1	131.8	131.3	101.36	101.30	97.84
Pulp and paper mills	132.9	133.3	132.6	108.82	108.51	105.13
Other paper products	130.0	128.4	128.1	83.04	83.36	79.75
Printing, publishing and allied industries	126.4	126.4	125.7	93.59	92.88	90.82
Iron and steel products	116.8	116.5	112.9	97.84	97.60	95.30
Agricultural implements	69.2	69.9	55.0	100.67	103.07	97.55
Fabricated and structural steel	151.6	149.5	164.4	98.88	100.17	95.41
Hardware and tools	116.7	116.3	109.9	85.28	85.09	83.51
Heating and cooking appliances	106.7	104.6	110.2	84.27	84.48	81.90
Iron castings	102.9	102.1	97.3	93.96	92.62	90.61
Machinery, industrial machinery	136.4	137.4	129.5	92.91	92.46	91.18
Primary iron and steel	135.0	134.9	130.2	112.57	112.87	109.35
Sheet metal products	124.1	122.9	126.6	96.45	95.93	97.38
Wire and wire products	116.5	117.1	111.2	98.43	96.40	94.96
Transportation equipment	109.3	96.5	105.9	98.29	98.41	94.15
Aircraft and parts	228.7	223.4	250.2	102.09	100.69	97.38
Motor vehicles	105.7	63.0	86.2	111.80	124.38	109.69
Motor vehicle parts and accessories	127.5	111.5	111.4	95.33	93.14	93.16
Railroad and rolling stock equipment	56.0	54.2	56.5	85.90	87.53	84.47
Shipbuilding and repairing	136.5	146.6	148.2	92.58	92.50	90.42
Non-ferrous metal products	130.5	130.3	130.3	97.85	98.05	94.29
Aluminum products	149.1	148.3	148.5	93.54	94.79	92.53
Brass and copper products	111.7	111.6	105.4	94.56	93.76	90.81
Smelting and refining	142.1	142.6	146.7	107.72	107.65	102.23
Electrical apparatus and supplies	156.6	154.9	151.5	90.91	90.83	89.20
Heavy electrical machinery	117.6	116.6	111.6	97.70	98.68	97.24
Telecommunication equipment	283.9	279.9	275.9	87.45	87.00	86.55
Non-metallic mineral products	158.7	160.1	150.3	92.04	91.14	89.32
Clay products	92.0	90.3	98.5	80.48	81.53	79.63
Glass and glass products	174.6	181.2	130.7	86.73	85.43	84.67
Products of petroleum and coal	144.1	145.4	143.2	125.96	125.69	120.87
Petroleum refining and products	146.1	147.4	145.1	127.12	126.88	122.16
Chemical products	137.9	138.3	133.0	100.83	101.28	98.00
Medicinal and pharmaceutical preparations	126.0	125.5	122.7	90.00	90.39	86.28
Acids, akalis and salts	163.4	165.5	146.1	110.19	112.46	110.25
Other chemical products	134.9	135.1	132.6	100.55	100.47	97.61
Miscellaneous manufacturing industries	156.4	152.3	149.0	75.22	74.96	73.03
Construction	**14.4**	**138.8**	**146.0**	**91.63**	**91.43**	**88.59**
Building and general engineering	138.8	135.8	141.4	98.80	97.73	94.75
Highways, bridges and streets	150.9	143.8	153.6	80.81	81.64	77.58
Electric and motor transportation	**146.4**	**146.2**	**142.2**	**89.70**	**87.85**	**86.84**
Service	**179.5**	**176.6**	**167.4**	**58.42**	**58.34**	**56.84**
Hotels and restaurants	154.9	154.6	145.0	44.64	44.54	42.99
Laundries and dry cleaning plants	141.3	141.3	134.4	52.55	51.61	49.87
Industrial composite	**129.9**	**127.7**	**127.0**	**83.27**	**83.27**	**80.80**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	August 1963	July 1963	August 1962	August 1963	July 1963	August 1962
				$	$	$
Newfoundland	39.7	41.2	39.7	1.72	1.54	1.61
Novia Scotia	40.7	41.2	41.0	1.64	1.65	1.60
New Brunswick	40.5	42.0	41.7	1.57	1.60	1.53
Quebec	42.0	41.3	42.0	1.75	1.75	1.68
Ontario	40.9	40.9	41.1	2.03	2.02	1.95
Manitoba	40.2	40.2	40.2	1.80	1.82	1.75
Saskatchewan	39.0	39.2	38.4	2.02	2.03	1.96
Alberta (includes Northwest Territories)	—40.1	39.5	40.2	2.01	2.02	1.96
British Columbia (includes Yukon Territory)	37.4	37.7	37.3	2.34	2.36	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963 January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May*	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July*	40.7	1.93	78.38	187.8	140.2
August†	40.9	1.93	78.86	188.9	141.6

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
	No.	No.	No.	$	$	$	$	$	$
Mining	**41.8**	**42.4**	**41.8**	**2.24**	**2.24**	**2.18**	**93.55**	**94.91**	**91.27**
Metal mining	41.5	42.1	42.1	2.32	2.33	2.26	96.33	98.00	95.13
Gold	42.3	43.0	43.3	1.78	1.80	1.75	75.30	77.63	75.92
Other metal	41.3	41.8	41.7	2.51	2.52	2.45	103.81	105.44	101.99
Fuels	41.6	42.7	39.6	2.11	2.09	2.10	87.87	89.43	83.35
Coal	42.3	43.9	39.8	1.86	1.83	1.83	78.78	80.42	73.05
Oil and natural gas	40.5	40.8	39.3	2.54	2.55	2.52	103.05	104.05	98.89
Non-metal	43.2	43.2	43.1	2.05	2.05	1.94	88.54	88.50	83.52
Manufacturing	**40.9**	**40.7**	**41.0**	**1.93**	**1.93**	**1.86**	**78.96**	**78.38**	**76.17**
Durable goods	41.3	41.2	41.4	2.10	2.08	2.03	86.60	85.86	83.87
Non-durable goods	40.5	40.2	40.7	1.77	1.78	1.70	71.80	71.59	69.25
Food and beverages	40.1	40.9	40.8	1.63	1.64	1.55	65.46	67.02	63.25
Meat products	41.1	41.3	40.5	1.98	1.98	1.92	81.41	81.80	78.06
Canned and preserved fruits and vegetables	39.2	39.1	42.6	1.22	1.27	1.16	47.79	49.69	49.36
Grain mill products	42.3	42.4	41.8	1.86	1.86	1.83	78.81	78.83	76.47
Bread and other bakery products	41.2	41.7	41.5	1.64	1.63	1.54	67.70	68.21	63.98
Distilled liquors	40.6	40.1	41.4	2.23	2.29	2.15	90.37	91.85	89.01
Malt liquors	40.1	40.6	39.7	2.43	2.43	2.34	97.47	98.88	92.74
Tobacco and tobacco products	37.8	38.6	40.2	2.20	2.18	2.01	82.96	84.25	80.77
Rubber products	41.7	40.9	41.6	1.99	1.99	1.91	82.84	81.52	79.42
Leather products	40.5	39.3	40.9	1.32	1.31	1.27	53.64	51.62	52.00
Boots and shoes (except rubber)	41.1	39.9	40.9	1.28	1.28	1.22	52.68	50.88	50.03
Other leather products	39.4	38.0	40.7	1.42	1.40	1.39	55.78	53.30	56.58
Textile products (except clothing)	42.5	41.2	42.6	1.47	1.46	1.42	62.54	60.02	60.52
Cotton yarn and broad woven goods	41.3	39.5	40.8	1.49	1.47	1.46	61.60	58.15	59.49
Woollen goods	42.6	41.9	43.6	1.36	1.35	1.32	57.96	56.62	57.68
Synthetic textiles and silk	43.6	42.0	43.8	1.59	1.57	1.51	69.25	65.86	66.07
Clothing (textile and fur)	39.3	37.7	39.1	1.28	1.26	1.23	50.44	47.67	47.88
Men's clothing	39.2	37.4	38.7	1.27	1.25	1.21	49.92	46.88	46.70
Women's clothing	37.6	35.9	37.7	1.41	1.38	1.33	52.91	49.56	49.99
Knit goods	42.0	40.7	41.9	1.18	1.17	1.14	49.35	47.65	47.63
*Wood products	41.6	41.1	41.5	1.72	1.71	1.64	71.46	70.31	68.01
Saw and planing mills	40.4	40.4	40.5	1.83	1.82	1.73	73.91	73.36	70.16
Furniture	43.9	42.6	43.6	1.57	1.56	1.52	68.79	66.22	66.26
Other wood products	42.9	42.2	42.4	1.44	1.42	1.38	61.79	59.79	58.67
Paper products	41.7	41.8	41.4	2.30	2.29	2.24	95.71	95.82	92.56
Pulp and paper mills	41.6	41.7	41.3	2.47	2.46	2.41	102.87	102.80	99.48
Other paper products	41.8	42.0	41.7	1.82	1.82	1.77	76.15	76.47	73.67
Printing, publishing and allied industries	38.6	38.3	38.7	2.41	2.40	2.32	93.01	91.94	89.66
*Iron and steel products	41.3	41.4	41.5	2.26	2.25	2.19	93.29	93.12	90.84
Agricultural implements	40.3	41.0	41.0	2.32	2.34	2.14	93.60	96.12	87.73
Fabricated and structural steel	41.1	41.5	41.4	2.21	2.21	2.14	90.98	91.85	88.36
Hardware and tools	42.3	42.7	42.9	1.87	1.87	1.81	79.03	79.94	77.36
Heating and cooking appliances	40.6	40.2	41.5	1.90	1.89	1.84	77.26	76.01	76.61
Iron castings	42.1	41.8	42.0	2.13	2.13	2.07	89.69	88.87	87.17
Machinery, industrial	41.6	41.5	41.8	2.10	2.10	2.05	87.33	87.43	85.56
Primary iron and steel	40.3	41.1	40.0	2.70	2.67	2.62	108.82	109.73	104.71
Sheet metal products	42.3	41.8	43.6	2.17	2.17	2.18	91.79	90.71	94.88
Wire and wire products	42.3	41.8	41.7	2.22	2.18	2.17	94.12	91.16	90.36
*Transportation equipment	40.6	40.6	40.7	2.27	2.23	2.18	92.05	90.66	88.84
Aircraft and parts	41.5	40.6	40.8	2.23	2.23	2.16	92.65	90.58	88.18
Motor vehicles	40.4	43.8	40.9	2.55	2.57	2.44	103.14	112.43	99.88
Motor vehicle parts and accessories	41.3	40.3	41.1	2.18	2.13	2.11	90.06	85.97	86.86
Railroad and rolling stock equipment	38.7	39.5	39.5	2.17	2.17	2.08	84.12	85.77	82.32
Shipbuilding and repairing	41.1	40.3	41.1	2.23	2.26	2.19	91.44	91.07	89.90
*Non-ferrous metal products	40.9	41.0	40.4	2.24	2.24	2.17	91.55	91.83	87.82
Aluminum products	41.3	41.8	42.5	2.01	2.02	1.93	83.02	84.43	81.89
Brass and copper products	42.3	42.2	41.8	2.14	2.12	2.06	90.60	89.37	86.17
Smelting and refining	40.4	40.5	39.3	2.50	2.50	2.43	101.08	101.26	95.65
*Electrical apparatus and supplies	40.6	40.6	41.0	1.94	1.95	1.91	78.91	79.10	78.21
Heavy electrical machinery and equipment	40.3	41.0	41.4	2.18	2.18	2.14	88.02	89.31	88.46
Telecommunication equipment	40.4	40.1	40.7	1.74	1.73	1.73	70.20	69.45	70.41
Refrigerators, vacuum cleaners and appliances	40.4	40.9	40.0	2.00	2.02	1.94	80.87	82.47	77.69
Wire and cable	41.9	43.2	42.1	2.19	2.21	2.13	91.78	95.19	89.57
Miscellaneous electrical products	40.7	39.9	41.0	1.84	1.84	1.81	74.83	73.58	74.10
*Non-metallic mineral products	43.7	43.4	43.9	1.98	1.97	1.92	86.66	85.59	84.44
Clay products	41.9	41.9	43.5	1.79	1.79	1.75	74.92	74.96	76.00
Glass and glass products	40.9	40.4	40.4	1.99	1.98	1.90	81.44	80.06	76.57
Products of petroleum and coal	41.9	42.0	41.7	2.71	2.72	2.65	113.58	114.27	110.56
Chemical products	40.2	40.8	40.8	2.18	2.18	2.08	87.68	89.10	84.87
Medicinal and pharmaceutical preparations	39.4	39.7	39.9	1.70	1.70	1.62	67.11	67.56	64.62
Acide, alkalis and salts	38.8	40.3	40.6	2.52	2.52	2.40	97.72	101.28	97.39
Miscellaneous manufacturing industries	41.5	41.0	41.6	1.59	1.59	1.53	65.97	65.27	63.64
Professional and scientific equipment	40.3	40.0	40.1	1.97	1.96	1.86	79.31	78.22	74.48
Construction	**42.2**	**42.4**	**42.6**	**2.12**	**2.11**	**2.05**	**89.64**	**89.51**	**87.19**
Building and general engineering	41.5	41.3	42.0	2.33	2.30	2.24	96.63	95.20	94.04
Highways, bridges and streets	43.5	44.4	43.8	1.78	1.78	1.71	77.22	79.16	74.73
Electric and motor transportation	**44.6**	**43.9**	**44.4**	**2.03**	**2.02**	**1.97**	**90.80**	**88.94**	**87.59**
Service	**38.4**	**38.4**	**38.4**	**1.13**	**1.12**	**1.09**	**43.44**	**43.14**	**41.89**
Hotels and restaurants	38.2	38.4	38.2	1.09	1.08	1.04	41.54	41.49	39.82
Laundries and dry cleaning plants	40.6	40.2	40.2	1.08	1.08	1.05	43.96	43.36	42.32

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1958	7,319	9,552	16,871	255,451	115,711	371,162
October 1959	11,997	13,013	25,010	195,816	107,407	303,223
October 1960	11,944	10,866	22,810	281,484	124,255	405,739
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963	22,865	21,723	44,588	341,969	130,084	471,953
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963[a]	24,950	22,037	46,987	187,793	99,162	286,955
October 1963[a]	24,227	20,923	45,150	219,949	106,320	326,269

[a] Latest figures subject to revision.

Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH SEPTEMBER 1962-SEPTEMBER 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—September	220,755	98,476	96,217	50,615	91,653	42,692
1962—October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	209,852	73,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,936	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September[a]	208,077	93,497	99,517	48,816	87,392	38,693

[a] Preliminary—subject to revision.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING SEPTEMBER 1963[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from Sept. 1962
Agriculture, Fishing, Trapping	**21,166**	**5,407**	**26,573**	**−3,533**
Forestry	**3,651**	**24**	**3,675**	**— 953**
Mining, Quarrying and Oil Wells	**874**	**70**	**944**	**— 107**
Metal Mining	494	21	515	— 81
Fuels	201	28	229	+ 36
Non-Metal Mining	61	2	63	— 37
Quarrying, Clay and Sand Pits	63	1	64	— 6
Prospecting	55	18	73	— 19
Manufacturing	**17,842**	**11,303**	**29,145**	**— 945**
Foods and Beverages	3,593	4,801	8,394	— 21
Tobacco and Tobacco Products	30	11	41	+ 18
Rubber Products	151	82	233	— 34
Leather Products	268	360	628	— 77
Textile Products (except clothing)	588	452	1,040	— 40
Clothing (textile and fur)	488	1,722	2,210	— 123
Wood Products	2,310	253	2,563	+ 150
Paper Products	1,220	352	1,572	— 137
Printing, Publishing and Allied Industries	700	694	1,394	— 192
Iron and Steel Products	2,857	404	3,261	— 694
Transportation Equipment	2,264	306	2,570	+ 421
Non-Ferrous Metal Products	622	220	842	+ 67
Electrical Apparatus and Supplies	642	629	1,271	— 232
Non-Metallic Mineral Products	769	61	830	+ 35
Products of Petroleum and Coal	51	9	60	— 12
Chemical Products	512	348	860	0
Miscellaneous Manufacturing Industries	777	599	1,376	— 74
Construction	**14,255**	**242**	**14,497**	**−1,401**
General Contractors	9,438	147	9,585	−1,158
Special Trade Contractors	4,817	95	4,912	— 243
Transportation, Storage and Communication	**6,179**	**386**	**6,565**	**— 839**
Transportation	5,412	195	5,607	— 937
Storage	627	93	720	+ 104
Communication	140	98	238	— 6
Public Utility Operation	**403**	**38**	**441**	**+ 34**
Trade	**10,590**	**6,147**	**16,737**	**— 404**
Wholesale	4,542	1,786	6,328	+ 644
Retail	6,048	4,361	10,409	−1,048
Finance, Insurance and Real Estate	**550**	**952**	**1,502**	**— 2**
Service	**11,882**	**14,124**	**26,006**	**— 110**
Community or Public Service	901	1,500	2,401	— 229
Government Service	2,353	678	3,031	+ 548
Recreation Service	2,020	321	2,341	— 141
Business Service	2,056	1,041	3,097	+ 900
Personal Service	4,552	10,584	15,136	−1,188
Grand Total	**87,392**	**38,693**	**126,085**	**−8,260**

[1]Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 30, 1963[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,518	2,042	9,560
Clerical Workers	15,578	42,469	58,047
Sales Workers	6,339	11,630	17,969
Personal and Domestic Service Workers	25,368	17,384	42,752
Seamen	811	25	836
Agriculture, Fishing, Forestry (Ex. log.)	3,400	257	3,657
Skilled and Semi-Skilled Workers	70,226	10,139	80,365
Food and kindred products (incl. tobacco)	864	302	1,166
Textiles, clothing, etc.	1,152	5,191	6,343
Lumber and lumber products	4,985	96	5,081
Pulp, paper (incl. printing)	971	317	1,288
Leather and leather products	662	723	1,385
Stone, clay and glass products	195	19	214
Metalworking	8,985	693	9,678
Electrical	1,791	846	2,637
Transportation equipment	769	30	799
Mining	858	.....	858
Construction	14,014	3	14,017
Transportation (except seamen)	13,236	81	13,317
Communications and public utility	387	2	389
Trade and service	3,248	1,003	4,251
Other skilled and semi-skilled	12,756	637	13,393
Foremen	1,459	186	1,645
Apprentices	3,894	10	3,904
Unskilled Workers	58,553	15,216	73,769
Food and tobacco	1,678	2,833	4,511
Lumber and lumber products	5,051	225	5,276
Metalworking	3,305	394	3,699
Construction	25,383	.....	25,383
Other unskilled workers	23,136	11,764	34,900
GRAND TOTAL	**187,793**	**99,162**	**286,955**

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 30, 1963

SOURCE: National Employment Service, Unemployment Insurance Commission

Office	Registrations (1) Sept. 30, 1963	Registrations Previous Year Sept. 28, 1962
Newfoundland	**6,257**	**7,633**
Corner Brook	1,058	1,612
Grand Falls	512	789
St. John's	4,687	5,232
Prince Edward Island	**1,016**	**1,144**
Charlottetown	559	742
Summerside	457	402
Nova Scotia	**11,034**	**12,402**
Amherst	381	420
Bridgewater	472	634
Halifax	3,879	3,722
Inverness	181	245
Kentville	602	915
Liverpool	188	276
New Glasgow	1,172	1,216
Springhill	401	464
Sydney	2,116	2,699
Sydney Mines	547	704
Truro	616	558
Yarmouth	479	549
New Brunswick	**9,808**	**10,757**
Bathurst	878	968
Campbellton	768	947
Edmundston	358	433
Fredericton	1,086	1,183
Minto	163	383
Moncton (2)	2,487	2,665
Newcastle	771	860
Saint John	2,296	2,484
St. Stephen	600	253
Sussex	192	255
Woodstock	209	326
Quebec	**95,799**	**89,984**
Alma	1,354	1,499
Asbestos	249	266
Baie Comeau	316	385
Beauharnois	640	634
Buckingham	474	513
Causapscal	505	547
Chandler	750	804
Chicoutimi	1,729	1,997
Cowansville	181	193
Dolbeau	735	628
Drummondville	1,263	1,084
Farnham	295	381
Forestville	166	176
Gaspé	461	532
Granby	1,170	1,362
Hull	1,891	1,673
Joliette	2,100	1,969
Jonquière	2,143	2,263
Lachute	379	433
Lac-Mégantic	366	408
La Malbaie	304	389
La Tuque	631	556
Lévis	1,790	1,345
Louiseville	494	475
Magog	290	399
Maniwaki	297	208
Matane	500	435
Mont-Laurier	377	363
Montmagny	614	690
Montréal	39,268	35,380
New Richmond	542	519
Port Alfred	566	696
Québec	7,817	6,725
Rimouski	984	1,040
Rivière du Loup	918	944
Roberval	763	753
Rouyn	1,364	1,535
Ste. Agathe des Monts	358	326
Ste. Anne de Bellevue	481	509
Ste. Thérèse	1,268	1,075
St. Hyacinthe	984	745
St. Jean	1,264	1,384
St. Jérôme	1,173	880
Sept-Iles	965	807
Shawinigan	2,516	2,570
Sherbrooke	2,807	2,652
Quebec—Concluded		
Sorel	1,023	883
Thetford Mines	974	824
Trois-Rivières	2,872	2,973
Val d'Or	1,041	996
Valleyfield	1,336	1,193
Victoriaville	1,044	825
Ville St. Georges	1,007	1,143
Ontario	**94,876**	**95,654**
Arnprior	178	148
Barrie	858	774
Belleville	1,036	879
Bracebridge	249	386
Brampton	911	729
Brantford	1,427	1,276
Brockville	263	304
Carleton Place	170	114
Chatham	765	847
Cobourg	490	447
Collingwood	384	341
Cornwall	1,439	1,547
Elliot Lake	257	340
Fort Erie	351	302
Fort Frances	158	254
Fort William	993	1,285
Galt	688	1,315
Gananoque	123	134
Goderich	154	231
Guelph	685	881
Hamilton	7,982	7,688
Hawkesbury	355	334
Kapuskasing	484	666
Kenora	266	367
Kingston	1,328	1,452
Kirkland Lake	384	474
Kitchener	1,305	1,374
Leamington	176	263
Lindsay	468	477
Listowel	177	124
London	2,758	2,851
Long Branch	2,449	2,090
Midland	324	381
Napanee	217	227
New Liskeard	190	188
Newmarket	566	714
Niagara Falls	892	854
North Bay	679	885
Oakville	584	437
Orillia	493	474
Oshawa	6,725	5,600
Ottawa	4,368	3,797
Owen Sound	586	691
Parry Sound	203	252
Pembroke	851	971
Perth	262	215
Peterborough	1,630	1,891
Picton	92	73
Port Arthur	1,148	1,311
Port Colborne	587	597
Prescott	308	298
Renfrew	217	229
St. Catharines	2,053	2,073
St. Thomas	508	544
Sarnia	1,392	1,574
Sault Ste. Marie	1,563	1,292
Simcoe	444	692
Sioux Lookout	—	124
Smiths Falls	223	268
Stratford	269	444
Sturgeon Falls	406	418
Sudbury	2,524	2,140
Tillsonburg	374	412
Timmins	897	929
Toronto	24,322	23,898
Trenton	428	348
Walkerton	269	271
Wallaceburg	284	162
Welland	1,201	1,105
Weston	2,144	1,962
Windsor	4,458	5,759
Woodstock	484	460

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 30, 1963

SOURCE: National Employment Service, Unemployment Insurance Commission

Office	Registrations		Office	Registrations	
	(1) Sept. 30, 1963	Previous Year Sept. 28, 1962		(1) Sept. 30, 1963	Previous Year Sept. 28, 1962
Manitoba	**10,335**	**11,068**	**British Columbia**	**35,410**	**36,012**
Brandon	765	896	Chilliwack	654	636
Dauphin	313	356	Courtenay	536	708
Flin Flon	93	141	Cranbrook	343	408
Portage la Prairie	356	349	Dawson Creek	781	655
The Pas	161	172	Duncan	418	432
Winnipeg(3)	8,647	9,154	Kamloops	651	613
			Kelowna	393	318
Saskatchewan	**5,775**	**6,465**	Kitimat	120	75
Estevan	72	104	Mission City	522	568
Lloydminster	87	103	Nanaimo	699	725
Moose Jaw	501	545	Nelson	319	326
North Battleford	258	295	New Westminster	5,560	5,842
Prince Albert	744	816	Penticton	434	426
Regina	1,702	1,881	Port Alberni	514	532
Saskatoon	1,703	1,894	Prince George	1,214	1,130
Swift Current	199	182	Prince Rupert	680	576
Weyburn	79	92	Princeton	102	212
Yorkton	430	553	Quesnel	455	496
			Trail	440	394
Alberta	**16,645**	**15,615**	Vancouver	17,301	17,546
Blairmore	181	251	Vernon	488	532
Calgary	6,440	5,969	Victoria	2,579	2,640
Drumheller	197	201	Whitehorse	207	222
Edmonton	7,056	6,483			
Edson	153	315	**Canada**	**286,955**	**286,734**
Grande Prairie	451	343			
Lethbridge	836	983	Males	187,793	188,844
Medicine Hat	696	542			
Red Deer	635	528	Females	99,162	97,890

(1) Preliminary subject to revision.

(2) Includes 515 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856, September issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—July	4,154,000	3,935,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100
1962—December	4,223,000	3,631,000	592,000
November	4,110,000	3,735,800	374,200
October	4,009,000	3,764,900	244,100
September	3,998,000	3,800,200	197,800
August	4,022,000	3,823,300	198,700
July	3,996,000	3,784,000	212,000

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, AUGUST 30, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	August 31, 1962 total claimants
		1-4	5-13	14-26	27 or more*		
Canada	192,511	81,453	55,684	31,988	23,386	29.3	198,694
Male	123,058	57,150	33,745	18,074	14,089	30.1	128,234
Female	69,453	24,303	21,939	13,914	9,297	27.8	70,460
Newfoundland	4,676	1,389	1,583	811	893	63.6	5,824
Male	3,701	1,103	1,330	563	705	63.9	4,693
Female	975	286	253	248	188	62.4	1,131
Prince Edward Island	757	230	323	112	92	60.9	744
Male	481	130	214	72	65	67.4	455
Female	276	100	109	40	27	49.6	289
Nova Scotia	8,918	3,178	2,636	1,733	1,371	38.4	10,633
Male	6,475	2,429	1,871	1,300	875	38.7	8,058
Female	2,443	749	765	433	496	37.7	2,575
New Brunswick	7,566	2,919	2,111	1,672	864	43.1	8,709
Male	5,359	2,147	1,392	1,304	516	44.5	6,572
Female	2,207	772	719	368	348	39.8	2,137
Quebec	60,778	25,325	18,103	10,428	6,922	26.6	57,618
Male	40,146	18,324	11,521	6,043	4,258	26.8	37,797
Female	20,632	7,001	6,582	4,385	2,664	26.1	19,821
Ontario	69,404	31,770	19,591	10,313	7,730	23.6	71,631
Male	42,688	21,719	11,252	5,165	4,552	23.2	44,188
Female	26,716	10,051	8,339	5,148	3,178	24.3	27,443
Manitoba	6,486	1,838	2,102	1,379	1,167	26.4	7,693
Male	3,565	1,039	1,096	798	632	28.2	4,398
Female	2,921	799	1,006	581	535	24.1	3,295
Saskatchewan	3,465	1,362	978	570	555	40.9	4,164
Male	1,759	736	447	308	268	43.9	2,063
Female	1,706	626	531	262	287	37.7	2,101
Alberta	9,177	3,619	2,577	1,780	1,201	59.8	10,131
Male	5,722	2,553	1,460	937	772	62.7	6,278
Female	3,455	1,066	1,117	843	429	55.0	3,853
British Columbia	21,284	9,823	5,680	3,190	2,591	23.6	21,547
Male	13,162	6,970	3,162	1,584	1,446	25.6	13,732
Female	8,122	2,853	2,518	1,606	1,145	20.4	7,815

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, AUGUST 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,444	949	495	1,502	930	572	554
Prince Edward Island	215	130	85	254	158	96	73
Nova Scotia	3,439	2,042	1,397	3,479	2,437	1,042	919
New Brunswick	2,849	1,859	990	2,887	1,882	1,005	928
Quebec	26,694	15,828	10,866	29,748	20,882	8,866	9,412
Ontario	34,227	21,099	13,128	43,312	33,226	10,086	10,906
Manitoba	2,218	1,565	653	2,389	1,559	830	728
Saskatchewan	1,188	865	323	1,319	884	435	425
Alberta	4,146	2,584	1,562	4,203	2,899	1,304	1,751
British Columbia (incl. Yukon Territory)	9,742	6,021	3,721	10,012	6,738	3,274	2,714
Total, Canada, August 1963	86,162	52,942	33,220	99,105	71,595	27,510	28,410
Total, Canada, July 1963	112,856	72,302	40,554	101,592	73,090	28,502	41,353
Total, Canada, August 1962	98,752	59,609	39,143	106,077	76,088	29,989	29,084

* In addition, revised claims received numbered 36,604.

† In addition, 35,545 revised claims were disposed of. Of these, 2,890 were special requests not granted and 2,118 appeals by claimants. There were 10,132 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid
Newfoundland	17,380	428,097
Prince Edward Island	2,527	50,774
Nova Scotia	27,385	602,281
New Brunswick	22,757	495,150
Quebec	185,279	4,347,862
Ontario	221,350	5,258,742
Manitoba	22,177	495,301
Saskatchewan	11,352	245,312
Alberta	28,481	680,982
British Columbia (including Yukon Territory)	57,338	1,402,534
Total, Canada, August 1963	596,026	14,007,035
Total, Canada, July 1963	663,594	15,506,192
Total, Canada, August 1962	691,346	15,878,047

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1963

(1949=100)

—	All-items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Sept. 1962	Aug. 1963	Sept. 1963							
(1)St. John's, Nfld	118.5	121.7	120.2	117.0	115.6	112.7	123.5	157.0	154.2	101.1
Halifax	130.9	132.5	131.6	127.7	133.2	126.0	137.2	164.0	165.8	124.3
Saint John	132.2	134.1	133.5	131.6	131.2	124.3	142.4	186.7	154.1	124.5
Montreal	130.7	133.7	133.6	138.1	134.9	108.6	159.8	168.9	143.7	118.4
Ottawa	131.5	135.0	134.6	133.1	137.0	121.1	153.7	169.2	142.6	123.9
Toronto	132.8	135.6	135.0	129.6	140.0	121.7	136.4	160.1	185.3	122.5
Winnipeg	129.3	131.0	130.9	131.5	128.2	121.3	134.3	175.0	139.4	125.5
Saskatoon-Regina	128.1	129.2	129.1	129.8	126.7	129.3	134.6	145.9	147.2	119.5
Edmonton-Calgary	126.6	128.0	127.7	125.7	126.6	124.5	129.1	164.1	145.8	119.4
Vancouver	130.2	132.2	132.2	131.4	134.7	119.5	140.6	150.7	149.6	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954, October issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962—September	23	47	10,509	121,930	0.12
October	22	44	10,031	121,230	0.11
November	29	47	9,525	75,270	0.06
December	14	28	3,565	55,110	0.05
*1963—January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05
May	28	44	6,214	30,300	0.02
June	40	63	7,302	78,400	0.07
July	27	61	17,101	181,030	0.15
August	28	55	11,597	73,340	0.06
September	30	63	9,583	86,320	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	340	2,380
Mines	3	138	2,080
Manufacturing	31	3,856	50,200
Construction	13	2,129	19,550
Transpn. & utilities	6	2,736	6,970
Trade	8	354	5,060
Finance	...	...	...
Service	1	30	80
Public administration	...	...	...
All industries	63	9,583	86,320

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	22	480
Prince Edward Island	...	...	...
Nova Scotia	3	410	570
New Brunswick	2	202	1,560
Quebec	12	2,800	40,890
Ontario	31	2,765	25,460
Manitoba	1	31	620
Saskatchewan	1	103	2,060
Alberta	2	410	7,670
British Columbia	7	221	1,860
Federal	3	2,619	5,150
All jurisdictions	63	9,583	86,320

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			September	Accumulated		
FORESTRY						
Dryden Paper Company, (Woods Division) Dryden, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	340	2,380	2,380	Sept. 20	Weekly work schedule~
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills, Port Colborne, Ont.	Packinghouse Workers Loc. 516 (AFL-CIO/CLC)	115	60	60	Sep. 18 Sep. 18	Seniority in choice of worker for supervisory position~ Return of workers.
Viau Limitée, Montreal, Que.	CNTU	524	1,570	1,570	Sep. 26	Wages~
National Sea Products, Halifax, N.S.	Seafood Workers Loc. 104 (CLC)	190	190	190	Sep. 28 Sep. 30	Disciplinary suspension of one worker~Return of workers.
Rubber						
Dominion Rubber, St.-Jerome, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,309	20,260	20,260	Sep. 9	Wages, hours, vacations, modified pension plan~
Leather						
Dominion Luggage, Weston, Ont.	Leather and Plastic Workers Loc. 8 (AFL-CIO/CLC)	102	2,040	2,650	Aug. 23	Wages, statutory holidays, overtime, vacations~
Knitting Mills						
Regent Knitting Mills, St.-Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/CLC)	375	10,240	20,640	Aug. 13	Wages, hours, working conditions~
Wood						
Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	215	4,330	4,600	Aug. 30	Wages, hours, working conditions~
Paper						
Canadian Technical Tape, Montreal, Que.	CNTU	125	500	500	Sep. 12 Sep. 16	In sympathy with another firm on the same premises~ Return of workers when pickets withdrawn.
Printing and Publishing						
La Voix de l'Est, Granby, Que.	Printing Federation (CNTU)	113	2,490	2,940	Aug. 27	Signing a first agreement, refusal to work on contracts transferred from another strikebound plant~
Electrical Products						
Allan-Bradley Co., Galt, Ont.	U.E. Loc. 549 (Ind.)	100	500	500	Sep. 11 Sep. 19	Wages, hours~6¢ an hr. increase, an 8 hr. day.
CONSTRUCTION						
Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL-CIO/CLC)	380	7,070	10,240	Aug. 23	Wages, paid holidays, subsistence allowance for work in parks area~
Foundation Company, Sault Ste. Marie, Ont.	Plumbers Loc. 508 (AFL-CIO/CLC)	117	470	880	Aug. 27 Sep. 9	Re-instatement of two foremen, other grievances~Return of workers when injunction issued.
Pioneer Construction, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	233	700	1,400	Aug. 28 Sep. 6	Signing a first agreement~ Return of workers when court injunction issued.
Hamilton Electrical Contractors' Assoc., Hamilton and area, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	583 (21)	8,750	10,210	Aug. 28 Sep. 24	Enlargement of free travelling zone~10¢ an hr. increase eff. Sep. 20, 1963, 10¢ Apr. 1, 1964, 10¢ Nov. 1, 1964; improved zoning conditions.
Fraser-Brace Engineering, Kingston, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	109	110	110	Sep. 10 Sep. 11	Job jurisdiction~Return of workers pending negotiations.
Fraser-Brace Engineering, Copper Cliff, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	241	240	240	Sep. 11 Sep. 12	In support of the Kinsgton local presently on strike~ Return of workers on instruction from union.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			September	Accumulated		
Canadian Kellogg Limited, Dartmouth, N.S.	Plumbers Loc. 56 (AFL-CIO/CLC)	180	180	180	Sep. 17 Sep. 18	Alleged unjust firing of two workers~Union ordered men back to work.
TRANSPN. & UTILITIES *Transportation* Shipping Federation of Canada, Montreal and Trois Rivieres, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	2,500	5,000	5,000	Sep. 9 Sep. 11	Delayed negotiations in a new contract~Return of workers referral to conciliation.
TRADE Loblaw Groceterias, Regina, Saskatoon and Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	2,060	4,420	July 26	Wages, fringe benefits~
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	145	1,450	1,450	Sep. 16	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

EMPLOYERS:

Effective Nov. 1st, 1963 Federal Governmen incentive to hire workers 45 years of age and over . . .

FOR EMPLOYERS WHO PROVIDE USEFUL EMPLOYMENT EXPERIENCE AND ON-THE-JOB TRAINING TO NEW EMPLOYEES, THE FEDERAL GOVERNMENT WILL PAY UP TO $75 MONTHLY FOR EACH QUALIFYING EMPLOYEE, TO A MAXIMUM OF TWELVE MONTHS.

Older workers are capable people with years of loyal, useful service ahead of them. With this incentive you can give them the opportunity to gain valuable job experience and training.

To qualify under this incentive plan, your new employee:

- ☐ must be hired between November 1, 1963 and January 31, 1964
- ☐ must be 45 years of age or older
- ☐ must have been unemployed six or more months out of the last nine
- ☐ cannot qualify for Unemployment Insurance benefits
- ☐ must not replace a worker laid off after September 1, 1963

CALL YOUR NATIONAL EMPLOYMENT OFFICE FOR FULL DETAILS

DON'T JUDGE A MAN'S WORTH BY HIS DATE OF BIRTH